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January 14, 2021

To: The Honorable Shane E. Pendegrass  
Chair, Health and Government Operations Committee

From: Hannibal G. Williams II Kemerer, Esq.  
The Office of the Attorney General

Re: House Bill 290 – Employment Discrimination – Time for Filing Complaints – **Letter of Support**

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The Office of the Attorney General supports House Bill 290, which would increase the time for filing a complaint of unlawful employment discrimination, other than harassment,<sup>1</sup> with the Maryland Commission on Civil Rights (MCCR) from six months to 300 days.

Current law prohibits discrimination in employment on grounds of race, color, religion, ancestry or national origin, sex, age, marital status, sexual orientation, gender identity, or disability. Under current law, complaints alleging employment discrimination must be filed within six months of the alleged discriminatory act. House Bill 290 would extend the time for aggrieved employees to file charges of discrimination with MCCR. Because employees may need additional time to illustrate discriminatory treatment vis-à-vis similarly situated employees, this bill serves a salutary purpose.

For the foregoing reasons, we hereby urge a favorable report on HB 290.

cc: Members of the Health and Government Operations Committee

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<sup>1</sup> Under current law, the time period for filing harassment claims is “within 2 years after the date on which the alleged harassment occurred.” *See* State Government Art., Sec. 20-1004(c)(2)(i). The bill leaves this two-year timeframe intact.