

State of Maryland

Commission on Civil Rights

“Our vision is to have a State that is free from any trace of unlawful discrimination.”



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February 9, 2021

Senate Bill 455 – Employment Discrimination - Time for Filing Complaints **Position: Support**

Dear Chairperson Smith, Vice Chairperson Waldstreicher, and Members of the Senate Judicial Proceedings Committee:

The Maryland Commission on Civil Rights (“MCCR”; “The Commission”) is the State agency responsible for the enforcement of laws prohibiting discrimination in employment, housing, public accommodations, and state contracts based upon race, color, religion, sex, age, national origin, marital status, familial status, source of income, sexual orientation, gender identity, genetic information, and physical and mental disability.

Senate Bill 455 extends the statute of limitations to file a complaint of alleged unlawful employment discrimination with the Maryland Commission on Civil Rights from 6 months to 300 days from the date of the alleged unlawful incident.

Currently, federal law with respect to employment discrimination permits an aggrieved party to file a complaint of alleged unlawful discrimination with the U.S. Equal Employment Opportunity Commission (“EEOC”) within 300 days of the alleged unlawful act. Amending state law to conform to federal law will ensure that Marylanders who believe they are a victim of unlawful employment discrimination have equal access to MCCR as they currently enjoy with the EEOC. Any additional complaints (based on age, race, color, national origin, religion, sex, disability, genetic information, sexual orientation, and/or gender identity) resulting from this bill would be eligible for federal reimbursement under MCCR’s contractual worksharing agreement with the EEOC.

For these reasons, MCCR urges the committee to vote favorably on SB455. Thank you for your consideration of this testimony. The Maryland Commission on Civil Rights looks forward to the continued opportunity to work with you to improve and promote civil rights in Maryland.