



MARYLAND DEVELOPMENTAL DISABILITIES COALITION

Dedicated to the rights and quality of life for people with developmental disabilities in Maryland



8601 Robert Fulton Dr
Suite 140
Columbia, MD 21046



1500 Union Avenue
Suite 2000
Baltimore, MD 21211



8835 Columbia 100 Pky
Suite P
Columbia, MD 21044



**Maryland Developmental
Disabilities Council**

217 E Redwood Street
Suite 1300
Baltimore, MD 21202



7000 Tudsbury Road
Windsor Mill, MD
21244

Economic Matters Committee

HB 78: Discrimination in Employment - Reasonable Accommodations for Applicants With Disabilities

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Position: Support

The Maryland Developmental Disabilities Coalition (DD Coalition) is comprised of five statewide organizations that are committed to improving the opportunities and outcomes for Marylanders with intellectual and developmental disabilities (IDD). As such, the DD Coalition supports HB 78.

WHY is this legislation important?

- A much larger proportion of the population of people with disabilities in unemployed compared to Marylanders as a whole
- People with disabilities should be empowered and supported to access employment that pays livable wages and provides full benefits
- Adequate accommodations and supports are essential to success
- Accommodations and supports that lead to employment will make achieving full participation in community life more possible

WHAT does this legislation do?

- Puts in statute that employers shall make reasonable accommodations for an applicant with disabilities. The legislation does not provide examples of what accommodations may be made, the following are non-exhaustive examples of possible accommodations to support a person with IDD:
 - Allowing for an online application process
 - Allowing for a person to apply for employment via a paper application in lieu of a computerized application
 - Accepting an alternate form of resume, such as video
 - Allowing support personnel or others to provide assistance
 - Providing an accessible interview location

This legislation facilitates employment for people with developmental disabilities, and as a result, increases access to opportunity, the community, and a higher quality of life for all.

Contact: Rachel London, Chair of the DD Coalition and Executive Director of the Maryland Developmental Disabilities Council

Email: rachell@md-council.org