



THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

Favorable: HB309 – State Employee Rights and Protections – Personnel Actions and Harassment – Complaints

Appropriations Hearing on 2/21/2023 at 1 pm

To: Chair Barnes, Vice Chair Chang and Members of the Appropriations Committee

The purpose for HB 309 – State Employee Rights and Protections – Personnel Actions and Harassment- Complaints is to encourage a healthy workplace environment by providing employees more time to file their complaints.

Most victims do not report harassment until they are safe, or if they feel their own experience may prevent someone else from experiencing harm.

HB309, authorizes an applicant for State employment or a State employee to file a complaint alleging harassment by an employer within two years after the alleged violation that is the basis of the complaint, and increases the period of time for an applicant or employee to file a complaint alleging certain prohibited personnel actions from 30 days to 1 year.

As we all know, workplace harassment is a serious and pervasive problem that affects millions of people across the United States. It can cause long-term physical, emotional, and mental health issues, and it often leads to decreased productivity and high turnover rates. This is why it is essential for the State of Maryland to take proactive steps to address harassment and ensure that all employees are protected.

By increasing the time period for an applicant or employee to file a complaint alleging certain prohibited personnel actions and authorizing an applicant or employee to file a complaint alleging harassment by an employer within two years after the alleged violation, HB309 would provide employees with greater flexibility and protection. This would enable more individuals to come forward and report instances of harassment and discrimination, without fear of retaliation.

Moreover, by authorizing this measure, the State of Maryland is sending a clear message that it takes harassment and discrimination seriously and will not tolerate any form of mistreatment or harassment in the workplace. This will make it clear to employees that they are supported and valued, and it will also help employers take proactive steps to prevent harassment from occurring in the first place.

A healthy workplace attracts, retains, protects, and sustains its workforce.

In conclusion, I strongly urge you to pass HB309 to ensure that all Maryland State employees are protected from harassment and discrimination, and that they have the right to report any such incidents without fear of retaliation. Thank you for your time and consideration in making Maryland government a safe and healthy place to work.

I ask for a favorable report HB309 – State Employee Rights and Protections – Personnel Actions and Harassment – Complaints.