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**Working to end sexual violence in Maryland**

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**Testimony Supporting House Bill 309**  
**Lisae C. Jordan, Executive Director & Counsel**  
February 21, 2023

The Maryland Coalition Against Sexual Assault (MCASA) is a non-profit membership organization that includes the State's seventeen rape crisis centers, law enforcement, mental health and health care providers, attorneys, educators, survivors of sexual violence and other concerned individuals. MCASA includes the Sexual Assault Legal Institute (SALI), a statewide legal services provider for survivors of sexual assault. MCASA represents the unified voice and combined energy of all of its members working to eliminate sexual violence. We urge the Appropriations Committee to report favorably on House Bill 309.

**House Bill 309 – Harassment and State Employees**

In 2018, the late President Miller and Speaker Busch established the General Assembly's Workplace Harassment Commission. In response to the recommendations of the Commission, Maryland enacted reforms to Maryland's employment discrimination laws, expanding protection to workers in more types of employment situations, and expanding the time that victims of harassment have to file for remedies. While the Commission had ended, the work it started must continue. SB309 does exactly that: this legislation helps expand access to remedies to state workers by expanding the time to file a complaint from 30 days to 1 year.

The era of #MeToo has changed the culture of our workplaces. Employees now rightfully expect to be treated without discrimination and to go to work without being subjected to the sexually harassing behavior that was once categorized as "boys will be boys". House Bill 309 will help move Maryland's state workforce into the modern era by giving state employees meaningful access to the complaint process. Thirty days is simple too short a time period.

**House Bill 309 will help state workers enforce the reasonable expectation that a workplace should be free of sexual harassment.**

**The Maryland Coalition Against Sexual Assault urges  
the Appropriations Committee to  
report favorably on House Bill 309**