

KAREN LEWIS YOUNG
Legislative District 3
Frederick County

Committee on Education, Energy,
and the Environment



James Senate Office Building
11 Bladen Street, Room 302
Annapolis, Maryland 21401
410-841-3575 · 301-858-3575
800-492-7122 Ext. 3575
Karen.Young@senate.state.md.us

THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

March 2nd, 2023

Support of SB 574 – State Employee Rights and Protections - Personnel Actions and Harassment

The Honorable Melony Griffith

Finance Committee

Maryland Senate

11 Bladen Street, Room 302

Annapolis, MD 21401

Chair Griffith, Vice-Chair Klausmeier, and Esteemed Members of the Finance Committee:

The purpose for SB 574 - 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 confident they feel their own experience may prevent someone else from experiencing harm.

SB574, 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.

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 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.

Sincerely,

A handwritten signature in blue ink that reads "Karen Lewis Young".

Senator Karen Lewis Young