



Maryland

DEPARTMENT OF BUDGET
AND MANAGEMENT

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HOUSE BILL 62 State Employee Rights and Protections - Personnel Actions and Harassment - Investigation of Complaints

LETTER OF SUPPORT

DATE: January 19, 2024

COMMITTEE: House Appropriations

SUMMARY OF BILL: House Bill 62 increases the time period during which an investigation by a State equal employment opportunity (EEO) officer must be conducted and a written decision must be issued for complaints alleging discrimination or harassment by an employer from 30 days to 60 days. Upon written authorization from the complainant, the investigation time period may be extended an additional 30 days (up to 90 days total) to allow more time for the EEO officer to complete the investigation of the complaint.

EXPLANATION: House Bill 62 will give EEO officers more time to investigate and respond to EEO complaints. Many EEO officers currently request an extension beyond the 30 calendar days in statute due to challenges to conclude an investigation in such a short period of time. Federal government EEO investigations allow 180 days to investigate EEO complaints.

POSITION: SUPPORT

**For additional information, contact Laura Vykol-Gray at
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