

KAREN SIMPSON  
*Legislative District 3*  
Frederick County

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Judiciary Committee



The Maryland House of Delegates  
6 Bladen Street, Room 221  
Annapolis, Maryland 21401  
410-841-3436 · 301-858-3436  
800-492-7122 Ext. 3436  
Karen.Simpson@house.state.md.us

THE MARYLAND HOUSE OF DELEGATES  
ANNAPOLIS, MARYLAND 21401

**Favorable: HB62 - State Employee Rights and Protections - Personnel Actions and Harassment - Investigation of Complaints**

Appropriations Hearing on 1/23/2024 at 2pm

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

The purpose of HB62 - State Employee Rights and Protections - Personnel Actions and Harassment - Investigation of Complaints is to provide a State Equal Employment Officer (EEO) more time to investigate a complaint that alleges discrimination and/or harassment by an employer.

Discrimination and harassment complaints can be complicated and lengthy when there are multiple victims and multiple witnesses. HB62 increases the time period from 30 days to 60 days during which an investigation must be conducted and a written decision must be issued regarding a complaint filed by an applicant for state employment or a state employee alleging discrimination or harassment by an employer. Additionally, it provides up to 30 additional days to complete the investigation only when the applicant or employee submits written authorization to do so. Additional time may be needed if an appointment needs to be rescheduled due to an illness or absence of a witness or other interested person

Last year we passed a bill that extended the time for a state employee to file a harassment complaint, encouraging employees to report their experience and reinforcing that they are both valued and supported in the state of Maryland.

As a result, EEOs asked us to provide them more time to conduct their investigations and prepare the report. To properly investigate a complaint, EEOs must find, contact, and interview the complainant, alleged offender, and witnesses. Then they must write the report and submit a decision. As we know, unforeseen circumstances may arise that could potentially impede the completion of the investigation within the current 30-day allotted time period.

By extending the timeframe to conduct investigations and requiring written authorization for additional time, the State of Maryland is committing itself to supporting and protecting its potential applicants and current employees. This ensures that EEOs are given ample time to

conduct comprehensive investigations while also emphasizing communication and transparency during the process.

In conclusion, I strongly urge you to pass HB62 to support our State Equal Employment Officers in conducting these crucial investigations. Thank you for your time and consideration in helping the individuals who contribute to making the Maryland government a safe place to work.

I ask for a favorable report of HB62 - State Employee Rights and Protections - Personnel Actions and Harassment - Investigation of Complaints.