

**HB0602\_Employment\_Sexual\_Orientation\_MLC\_FAV.pdf**

Uploaded by: Cecilia Plante

Position: FAV



## TESTIMONY FOR HB0602 EMPLOYMENT DISCRIMINATION – SEXUAL ORIENTATION

**Bill Sponsor:** Delegate Wilkins

**Committee:** Finance

**Organization Submitting:** Maryland Legislative Coalition

**Person Submitting:** Cecilia Plante, co-chair

**Position:** FAVORABLE

I am submitting this testimony in favor of HB0602 on behalf of the Maryland Legislative Coalition. The Maryland Legislative Coalition is an association of activists - individuals and grassroots groups in every district in the state. We are unpaid citizen lobbyists, and our Coalition supports well over 30,000 members.

Our members appreciate the efforts of the legislature to stamp out discrimination in our state. This bill, if enacted, would prohibit employers from discriminating against anyone on the basis of their sexual orientation. Practically, this means ensuring that potential employees are not deprived of employment on the basis of their sexual orientation, and once hired, they would not be discriminated against in terms of pay, promotions, or working conditions.

Our members believe that adding sexual orientation to the prohibited employment practices is a positive step forward for the residents of this state. In the future, we would like to see more language that requires an employer to self-report rather than have a prospective or current employee sue to enforce their rights, but we are satisfied with this legislative step.

We support this bill and recommend a **FAVORABLE** report in committee.

### **3.20.24 MSEA House Bill X602 Testimony\_FAV.pdf**

Uploaded by: Christian Gobel

Position: FAV

**FAVORABLE**  
**House Bill 602**  
**Employment Discrimination – Sexual Orientation**

**Senate Finance Committee**  
**March 21, 2024**

**Christian Gobel**  
**Government Relations**

The Maryland State Education Association supports House Bill 602. House Bill 602 amends the Equal Pay for Equal Work law to explicitly prohibit employment discrimination on the basis of sexual orientation. Under the bill, an employer would be prohibited from discriminating between employees in any job by providing less favorable employment opportunities based on sexual orientation or by providing compensation to employees of one sexual orientation at a rate less than the rate paid to employees of another sexual orientation, subject to certain conditions and exceptions.

MSEA represents 75,000 educators and school employees who work in Maryland's public schools, teaching and preparing our almost 900,000 students so they can pursue their dreams. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3 million-member National Education Association (NEA).

MSEA believes that every individual must be protected from all forms of discrimination and stereotyping including discrimination or stereotyping based on sexual orientation. No worker should be subjected to employment discrimination from their employer. House Bill 602 will advance equality for Marylanders and takes an important step to address the Maryland Supreme Court's disappointing ruling in *John Doe v. Catholic Relief Services*, 484 Md. 640 (2023). MSEA applauds the Speaker and Chair Clippinger for bringing forward this critical piece of legislation.

**We strongly urge the committee to issue a Favorable Report on House Bill 602.**

**HB 0602.MCCR Testimony EPA.Sex.Orientation to sena**

Uploaded by: Cleveland Horton

Position: FAV



# State of Maryland Commission on Civil Rights

*Respect...Integrity...Effective Communication*

**Governor**  
Wes Moore

**Lt. Governor**  
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**General Counsel**  
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**Assistant Director**  
Nicolette Young

March 21, 2024

## **House Bill 0602 – Employment Discrimination – Sexual Orientation**

### **POSITION: Support**

Dear Chair Beidle, Vice Chair Klausmeier, and Members of the Senate Finance Committee:

The Maryland Commission on Civil Rights (“MCCR”; “The Commission”) is the State agency responsible for the enforcement of laws prohibiting discrimination in employment, housing, public accommodations, health services and state contracts based upon race, color, religion, sex, age, national origin, marital status, familial status, sexual orientation, gender identity, genetic information, physical and mental disability, and source of income.

HB 0602 addresses the August 14, 2023, Supreme Court of Maryland decision in the case of *John Doe v. Catholic Relief Services* which held that the Maryland Equal Pay for Equal Work Act (MEPEWA), Md. Code Ann., Lab. & Empl. §3-304 does not include a prohibition against sexual orientation discrimination. MEPEWA prohibits wage discrimination based on “sex” and “gender identity”. John Doe had argued before the Court that unlawful wage discrimination due to “sex” in the MEPEWA also encompass “sexual orientation” within its definition consistent with federal law.

Relying on the plain language of the statute and its long legislative history, the Supreme Court of Maryland ruled that “pay disparities based on “sex” did not encompass “sexual orientation”. HB 0602 addresses the Court’s holding by specifically adding “sexual orientation” as a protected basis against unlawful pay disparities by amending Lab. & Empl. Article, §3-304, prohibition against wage discrimination.

For these reasons, the Maryland Commission on Civil Rights urges a favorable vote on HB 0602. Thank you for your time and consideration of the information contained in this letter. The Maryland Commission on Civil Rights looks forward to the continued opportunity to work with you to improve and promote civil rights in Maryland.

***“Our vision is to have a State that is free from any trace of unlawful discrimination.”***

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# **HB 602\_MDCC\_Employment Discrimination – Sexual Ori**

Uploaded by: Hannah Allen

Position: FAV



**MARYLAND**  
Chamber of Commerce

## LEGISLATIVE POSITION

Letter of Information

House Bill 602

Employment Discrimination – Sexual Orientation

Senate Finance Committee

Thursday, March 21, 2024

Dear Chairwoman Beidle and Members of the Committee:

Founded in 1968, the Maryland Chamber of Commerce (the Chamber) is the leading voice for business in Maryland. We are a statewide coalition of more than 6,800 members and federated partners working to develop and promote strong public policy that ensures sustained economic growth and recovery for Maryland businesses, employees, and families.

HB 602 would alter provisions of law prohibiting employment discrimination based on sex, gender identity, and sexual orientation.

To encourage businesses to grow and thrive in Maryland, we must enact policies that protect against employment discrimination based on sexual orientation and gender identity in the private and public sector. Currently, Maryland law provides protections from employment discrimination based on sexual orientation only. The passage HB 602 would align Maryland with fifteen other states and Washington D.C. that have implemented protections against both sexual orientation and gender identity employment discrimination.

The passage of HB 602 is imperative to enhance Maryland's workforce and to foster inclusive environments amongst Maryland businesses.

For these reasons, the Maryland Chamber of Commerce respectfully requests a **Favorable Report** on HB 602.

MDCHAMBER.ORG

60 West Street, Suite 100, Annapolis 21401 | 410-269-0642



# **Favorable Testimony HB0602 in Senate Finance Commi**

Uploaded by: Jeremy Browning

Position: FAV



**Maryland Commission  
on LGBTQIA+ Affairs**

**TESTIMONY OF JEREMY BROWNING  
DIRECTOR, MARYLAND COMMISSION ON LGBTQIA+ AFFAIRS  
FAVORABLE STATEMENT ON HB0602  
EMPLOYMENT DISCRIMINATION - SEXUAL ORIENTATION**

**March 21, 2024**

Senate Finance Committee

The Hon. Pamela Beidle, Chair  
The Hon. Katherine Klausmeier, Vice Chair

Chair Beidle, Vice-Chair Klausmeier, and members of the Senate Finance Committee, my name is Jeremy Browning (he/him), and I am the Director of the Maryland Commission on LGBTQIA+ Affairs. The Commission was created by the 2021 Maryland General Assembly, and later altered in 2023, to assess challenges facing our LGBTQIA+ communities, establish best practices and recommendations for LGBTQIA+ inclusion, and provide testimony to legislative and administrative bodies.

The Maryland Commission on LGBTQIA+ Affairs is in strong support of House Bill 602. This legislation is a crucial step to close gaps in Maryland's anti-discriminations laws and expand protections against employment discrimination on the basis of sexual orientation in Maryland.

House Bill 602 explicitly prohibits employers from discriminating against employees based on sexual orientation when it comes to wages and employment opportunities. This legislation takes a balanced approach and promotes fairness and equality in the workplace while allowing for legitimate variations in compensation and advancement based on factors such as seniority, merit, and job requirements.

Despite significant progress in recent years, discrimination against LGBTQIA+ individuals remains a significant barrier to equality and economic opportunity in our State. Many LGBTQIA+ community members continue to face discrimination, harassment, and unequal treatment in employment settings solely because of their

sexual orientation. This perpetuates systemic inequalities that harm individuals by undermining their ability to support themselves and their families.

Last year, the Maryland Supreme Court's decision *John Doe v. CRS* ruled that the Maryland Equal Pay for Equal Work Act does not prohibit discrimination on the basis of sexual orientation, and that the Maryland Fair Employment Practices Act permits religious organizations to discriminate on the basis of sexual orientation. Additionally, the ruling has broad implications for all protected classes and leaves gaps in our State's anti-discrimination laws.

The Maryland Commission on LGBTQIA+ Affairs urges a favorable report on House Bill 602, however more comprehensive legislation is needed to shield protected classes in Maryland from discrimination as proposed in HB1397/SB590.

**BaltimoreCounty\_FAV\_HB0602.pdf**

Uploaded by: John Olszewski

Position: FAV

JOHN A. OLSZEWSKI, JR.  
*County Executive*



JENNIFER AIOSA  
*Director of Government Affairs*

AMANDA KONTZ CARR  
*Legislative Officer*

WILLIAM J. THORNE  
*Legislative Associate*

**BILL NO.:**           **HB 602**

**TITLE:**               Employment Discrimination – Sexual Orientation

**SPONSOR:**           Speaker Jones

**COMMITTEE:**       Economic Matters

**POSITION:**         **SUPPORT**

**DATE:**               February 21, 2024

Baltimore County **SUPPORTS** House Bill 602 – Employment Discrimination – Sexual Orientation. This legislation prohibits employment discrimination on the basis of sexual orientation in the State of Maryland.

Baltimore County supports any legislation that will advance equity and inclusion throughout the State of Maryland. State and Local governments have a responsibility to ensure that our citizens are being served in an equitable manner, and that we are doing everything in our power to celebrate diversity and advance equal opportunity. For too long, members of the LGBTQ+ community have been denied opportunities to participate in the workforce simply because of their sexual orientation or gender identity. HB 602 will finally prohibit this discrimination in workplaces across Maryland. Advancing the cause of equity and inclusion requires a concerted effort and Baltimore County is proud to support this legislation.

Accordingly, Baltimore County urges a **FAVORABLE** report on HB 602 from the House Economic Matters Committee. For more information, please contact Jenn Aiosa, Director of Government Affairs at [jaiosa@baltimorecountymd.gov](mailto:jaiosa@baltimorecountymd.gov).

**CRD Testimony HB 602 senate march 21 2024.pdf**

Uploaded by: Jonathan Smith

Position: FAV

**CANDACE MCLAREN LANHAM**  
*Chief Deputy Attorney General*

**CAROLYN A. QUATTROCKI**  
*Deputy Attorney General*

**LEONARD HOWIE**  
*Deputy Attorney General*



**ANTHONY G. BROWN**  
*Attorney General*

**CHRISTIAN E. BARRERA**  
*Chief Operating Officer*

**ZENITA WICKHAM HURLEY**  
*Chief, Equity, Policy, and Engagement*

**PETER V. BERNS**  
*General Counsel*

**STATE OF MARYLAND**  
**OFFICE OF THE ATTORNEY GENERAL**

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**Testimony of Jonathan M. Smith, Chief of the Civil Rights Division**  
**In Support of House Bill 602**  
**Before the Senate Finance Committee**  
**March 21, 2024**

House Bill 602 will ensure that discrimination in employment based on sexual orientation is prohibited by Maryland law. On behalf of the Civil Rights Division of the Office of the Attorney General, I am pleased to support House Bill 602.

In August of 2023, the Maryland Supreme Court decided *Doe v. Catholic Relief Services*, 300 A. 3d 116, 484 Md. 640 (2023). *Doe* was brought by an employee of Catholic Relief Services alleging employment discrimination when the organization denied health care coverage to his same sex partner on the same terms as persons who were married to a person of the opposite sex. The Maryland Supreme Court held that the term "sex" does not apply to sexual orientation in the Maryland Fair Employment Practices Act or the Maryland Equal Pay Act. The Supreme Court reasoned that because the legislature had expressly referenced sexual orientation in other statutes, but did not in these laws, it must have intended to exclude sexual orientation from protection.<sup>1</sup> The *Doe* decision stands in contrast to *Bostock v. Clayton County*, 590 U.S. 644 (2020), in which the United States Supreme Court held that sexual orientation discrimination is prohibited sex discrimination under Title VII of the Civil Rights Act. This Bill will address the gap in the law created by the *Doe* decision.

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<sup>1</sup> Prior to the *Doe* decision it was widely understood that "sex" included "sexual orientation" for the purposes of these statute. See, eg, Sexual Orientation education materials from the Department of Budget and Management; <https://dbm.maryland.gov/eo/Documents/EEOBrochures/Brochure-SexualOrientation-8.2020.pdf>.

These changes to the law will not affect the “ministerial exemption” to the antidiscrimination provisions of Maryland law and recognized by the Maryland and United States Supreme Courts. The category of ministerial exemption covers employees “who will personify [the entities] beliefs.” See, e.g., *Our Lady of Guadalupe School v. Morrissey-Berru*, 140 S. Ct 2049 (2020) (Teacher in religious school with breast cancer not protected from dismissal by ADA because she was covered by the ministerial exemption.) In *Doe v. Catholic Relief Services* the Maryland Supreme found that the statutory exemption in Maryland law for religious institutions “applies with respect to claims by employees who perform duties that directly further the core mission(s) of the religious entity.” Id at 676.

Discrimination against persons because of their sexual orientation remains a serious problem. In 2022, in a national survey, half of LGBT adults reported some form of workplace discrimination or harassment.<sup>2</sup> State policy has long stood against this discrimination. The General Assembly has enacted a wide range of laws to prohibit sexual orientation discrimination dating back to the enactment of the Anti-Discrimination Act of 2001 and the Governor’s 2007 Executive Order.<sup>3</sup> The decision in *Doe* makes these employment protection laws an outlier and inconsistent with the long-expressed values of the State.

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<sup>2</sup> Discrimination and Barriers to Well-Being: The State of the LGBTQI+ Community in 2022; <https://www.americanprogress.org/article/discrimination-and-barriers-to-well-being-the-state-of-the-lgbtqi-community-in-2022/>.

<sup>3</sup> Executive Order 01.01.2007.16; <https://dbm.maryland.gov/employees/documents/policies/eocodefairpractices.pdf>



# **HB 602 support in senate.pdf**

Uploaded by: Linda Boyd

Position: FAV



Testimony in Support of HB 602  
Employment Discrimination—Sexual Orientation  
**\*\*FAVORABLE\*\***

**TO:** Senator Pamela Beidle, Chair, Senator Katherine Klausmeier, Vice Chair and the members of the Senate Finance Committee

**FROM:** Rev. Linda K. Boyd, Co-Chair, Maryland Episcopal Public Policy Network, Diocese of Maryland

**DATE:** March 21, 2024

With an estimated 2.3 million members, the Episcopal Church is open and welcoming of the LGBTQ+ community. Unlike the Worldwide Anglican Communion, of which it is a part, the Episcopal Church does not condemn homosexuality. Among its statements of belief, the Episcopal Church includes, “In Jesus, we find that the nature of God is love, and through baptism, we share in his victory over sin and death.” They further emphasize, “We strive to love our neighbors as ourselves and respect the dignity of every person.” In 1976, both the House of Deputies and House of Bishops voted for a fully inclusive Episcopal Church, stating, “homosexual persons are children of God who have a full and equal claim with all other persons upon the love, acceptance, and pastoral concern and care of the church.” Canon law includes “gender identity or expression” in its list of persons who are assured full access to the ministry of the church. The law further specifies that administrative forms must include options for both preferred and legal names, and for gender identity and pronoun preference.

The Episcopal Diocese of Maryland follows the stance taken by the National Church and strongly believes that every human being is an equal child of God regardless of gender identity or expression.

We respectfully request a favorable report.

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# **HB0602\_FAV\_mgoldstein 2024.pdf**

Uploaded by: Mathew Goldstein

Position: FAV



Secular Maryland

<https://secularmaryland.dorik.io> [secularmaryland@tutanota.com](mailto:secularmaryland@tutanota.com)

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March 21, 2024

**HB 602 - FAV**

Employment Discrimination – Sexual Orientation

Dear Chair Pamela Beidle, Vice-Chair Katherine Klausmeier, and Members of the Finance Committee,

Secular Maryland unequivocally rejects claims that sexual orientation constitutes a legitimate justification for employment discrimination. Sexual orientation has no relevance for the ability to be a productive employee. Accordingly, we favor bills such as this bill that strengthen protections against such discrimination.

Mathew Goldstein  
3838 Early Glow Ln  
Bowie, MD

**HB0602-FIN-FAV.pdf**

Uploaded by: Nina Themelis

Position: FAV



**BRANDON M. SCOTT**  
MAYOR

*Office of Government Relations  
88 State Circle  
Annapolis, Maryland 21401*

**HB0602**

March 21, 2024

**TO:** Members of the Senate Finance Matters Committee  
**FROM:** Nina Themelis, Director of Mayor's Office of Government Relations  
**RE:** House Bill 602 – Employment Discrimination – Sexual Orientation  
**POSITION: POSITION**

Chair Beidle, Vice Chair Klausmeier, and Members of the Committee, please be advised that the Baltimore City Administration (BCA) **supports** House Bill (HB) 602.

**FOR YOUR ATTENTION:**

My name is Alexis Blackmon, and I am the Director of the Mayor's Office of LGBTQ Affairs for Baltimore City. I am here to express my strong support for House Bill 602, which aims to amend certain provisions of law prohibiting employment discrimination on the basis of sex and gender identity to include protection against discrimination on the basis of sexual orientation.

As a black trans woman, I bring a unique perspective to this discussion, representing a community that has historically faced systemic discrimination and marginalization. I commend the General Assembly for considering legislation that recognizes the intersectionality of identities and addresses the pressing issue of employment discrimination based on sexual orientation.

This bill is a crucial step towards fostering inclusive and equitable workplaces. It not only prohibits discrimination in wages but also ensures that individuals are not deprived of employment opportunities based on their sexual orientation. The proposed amendments to Article – Labor and Employment Section 3–304 send a powerful message that Maryland values diversity, equity, and fairness in the workplace.

The definition of "providing less favorable employment opportunities" outlined in the bill is particularly significant. It acknowledges the various ways discrimination can manifest, such as limiting career tracks, withholding information about promotions, or denying employment opportunities based on sex, sexual orientation, or gender identity. These protections are essential for creating environments where everyone, regardless of their identity, can thrive and contribute to the best of their abilities.

The provisions in subsection (b) ensure that employers are held accountable for pay disparities and discriminatory practices. By prohibiting wage discrimination based on sexual orientation and gender identity, this bill aligns with the principles of equal pay for equal work, a fundamental tenet of a just society.

Furthermore, the exceptions outlined in subsection (c) strike a balance by allowing for legitimate variations in wages based on factors such as seniority, merit, skills, and business necessity. Importantly, the bill empowers employees to challenge discriminatory practices by demonstrating that exceptions provided by employers are merely pretexts for discrimination.

In conclusion, House Bill 602 is a progressive and necessary piece of legislation that addresses the multifaceted challenges faced by individuals, especially those from the LGBTQ community. By extending protections against employment discrimination on the basis of sexual orientation, Maryland has an opportunity to lead in creating workplaces that are inclusive, diverse, and just.

I urge each member of the General Assembly to support House Bill 602 and contribute to making Maryland a beacon of equality for all its residents.



# **Testimony in support of crossover bill HB0602.pdf**

Uploaded by: Richard KAP Kaplowitz

Position: FAV

3/21/2024

Richard Keith Kaplowitz  
Frederick, MD 21703

**TESTIMONY ON CROSSOVER BILL HB#/0602 - POSITION: FAVORABLE**  
**Employment Discrimination – Sexual Orientation**

**TO:** Chair Beidle, Vice Chair Klausmeier and members of the Finance Committee

**FROM:** Richard Keith Kaplowitz

**My name is Richard Keith Kaplowitz. I am a resident of District 3. I am submitting this testimony in support of CROSSOVER BILL HB#/0602, Employment Discrimination – Sexual Orientation**

This bill expands the moral and ethical concept that discrimination of any type or form in Maryland is not permitted. It adds to the prohibitions on discrimination due to sex or gender identity their inclusion in the category of sexual orientation.

There is a difference between gender and sexual orientation that must be understood. <sup>1</sup> My Jewish faith notes that the Torah, the first five books of the Bible, deal with and indicate a teaching about transgender identity. <sup>2</sup> And despite the mistranslation of Leviticus often used to condemn male homosexuality the Bible's primary lesson on love and respect for each other is primary throughout. <sup>3</sup>

Discrimination of any type in Maryland harms not only the person discriminated against but all of us in not respecting each other and permitting the person to contribute themselves in an employment arena. Maryland should be an example to the nation on how diversity, equity, and inclusion are strengths, not weaknesses within our society.

**I respectfully urge this committee to return a favorable report on CROSSOVER BILL HB#/0602.**



<sup>1</sup> Gender Identity and Expression Explained.zip

<sup>2</sup> <https://rac.org/blog/what-torah-teaches-us-about-gender-fluidity-and-transgender-justice>

<sup>3</sup> <https://www.advocate.com/religion/2022/12/17/how-bible-error-changed-history-and-turned-gays-pariahs>

# **HB602 FAVORABLE with AMENDMENT - FreeState Justice**

Uploaded by: Camila Reynolds-Dominguez

Position: FWA



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Camila Reynolds-Dominguez (she/her)  
Policy Advocate and Legal Impact Coordinator  
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## Testimony of FreeState Justice – Favorable with Amendment – HOUSE BILL 602

To the Honorable Chair Beidle, Vice Chair Klausmeier, esteemed Senate Finance Committee members:

FreeState Justice—Maryland's LGBTQ+ pro-bono legal services and policy advocacy organization—emphatically supports the concept behind HB602. Nobody should be discriminated against in the workplace because of their sexual orientation.

However, we have some serious concerns with the limited scope of the bill. This legislation was drafted as a response to *John Doe v. CRS*, decided by the Maryland Supreme Court this past August, which weakened the statutory protections afforded to all Marylanders under every state-level antidiscrimination clause. **HB602 does not go far enough to fix the full scope of problems created by the case, which is why we urge amendments to the bill to better address the decision's impacts.**

In footnote 14 of the decision, the court said "The General Assembly's practice, as we understand it, has been to specifically identify the categories it intends to protect in antidiscrimination statutes." The court held that if a protected category of individual is not specifically enumerated in a given antidiscrimination clause, the omitted category does not get the protections of the clause, even if they are protected elsewhere.

Though the case was filed because of alleged sexual orientation discrimination in the workplace, the *Doe* ruling is applicable to every single protected category currently enumerated anywhere in state law, and to all antidiscrimination language proposed in this or future sessions.

We conducted a survey of antidiscrimination clauses and found that the enumerations of protected classes are extremely inconsistent between clauses—not just for sex, sexual orientation, and gender identity, but also disability, religious belief, and race, among others. Under *John Doe v. CRS*, these inconsistencies mean that there are now significant gaps in the antidiscrimination framework within state law—meaning millions of Marylanders are not fully covered by these protections.

**While HB602 plugs one gap created by the decision, it does not at all come close to remedying the significant problems in the rest of our antidiscrimination laws created by *John Doe v. CRS*.** The General Assembly must take comprehensive action to rectify this far-reaching decision. Marylanders are currently without legal protections for many forms of discrimination, leaving them exposed to serious harms with no state-level legal recourse. The burden of this discrimination will fall on the most marginalized, who we know have the fewest resources to respond.

Absent a comprehensive response, any other current or future piecemeal attempts to remedy *Doe* like HB602 will only perpetuate the problem of patchwork antidiscrimination language that the decision created. Del. Gary Simmons' HB1397, which is dually assigned to the Judicial Proceedings Committee and this Committee, attempts to provide the comprehensive solution *Doe* demands. It passed the House 127-9. **Without HB1397 or similar action, all 6 million Marylanders' legal shield from discrimination will continue to have significant holes in it—HB602 does not fix that problem.**

In the wake of *Doe v. CRS*, the General Assembly must ensure that all people in every protected category are not subject to discrimination based on their protected characteristics in any context. **We are supportive of the concept of HB602 because we believe nobody should be discriminated in employment because of their sexual orientation, but it is imperative to realize HB602 will not come close to solving all the problems that *Doe V. CRS* created—only a comprehensive legislative response will.** That is why we urge an amendment to HB602 to incorporate as much of HB1397 into HB602 as this Committee is willing to include.

Respectfully submitted,

Camila Reynolds-Dominguez

# **HB0602\_vmcavoy\_UNF**

Uploaded by: Vince McAvoy

Position: UNF

vmcavoy  
po41075 baltimore md

## **UNFAVORABLE on HB0602 (2024)**

**The Speaker and Delegate Clippinger**  
Assigned to: Economic Matters / Senate Finance

Dear Finance Committee Senators,

I urge you to vote down this pathetic bill crafted to make you believe that Maryland – where we have scant opposition to the weekly mutilation of teens in the name of LGBTQ performed by Planned Parenthood, in conjunction with the ideologically aberrant Maryland Dept. of Health – has any LGBTQ being denied employment advancement on their merits. Such pathetic verbiage in a bill - “providing less favorable employment opportunities” – is nothing but an episode of Cultural Marxist victimhood. It shows off LGBTQ mental illness and their unending “wound-licking”.

It may be that – as has been affirmed in every DSM Manual and psychiatry literature while any of us were in school or college – these individuals are mentally ill. Mental Illness in LGBTQ is twice the rate of normal people.

It may be that LGBTQ are dismissed from employment or advancement due to significant health problems not seen in most normal people – highest rates of **HIV** in homosexuals and now lesbians; primary transmitter (even to animals) of **monkey pox**; levels of **drug addiction and alcohol abuse** nearly 4 times that of normal people; highest levels of **domestic violence**, notably among lesbians and bisexuals (per CDC); **pedophilia and inappropriate sexual encounters** with children over TEN times that of normal people (Family Research Council white paper, 2014); cult-like aggression regarding **body mutilation and castration – EVEN AMONG CHILDREN** – by people clearly possessed of the unnatural and hateful of their human shells; and the growing trend of **murderous gunfire episodes**, such as at the Christian Dayschool in Tennessee, where a “transgender” youth took arms to children and killed six people.

It may be that God-fearing people who read the actual words of the Bible affirm that LGBTQ sins are **crimes against God, sins that ‘cry out to Heaven’**, and are horrendous sins against nature (the word ‘sod’ (dirt) is associated with ‘sodomy’) and do not want them in clerical positions or near children. This is **their** right.

But that doesn’t mean in Maryland LGBTQ are deprived of any natural right due them in the employment sector.

This bill will create needless frivolous encounters with DLLR and our court systems. It is a depraved bill aiming to clog our systems on account of perversions, mental illness, illness from sexually transmitted diseases, **all in the name of what LGBTQ people do with their sexual organs**. Anal penetration is not a skill, it is depravity; depravity coupled with victimhood for their chosen perversion. It is not worthy of a bill any more than a “john” who cheats on his wife with a prostitute merits special claims in the workplace.

Please vote this bill down and demand better from Democrat “leadership”.

humbly  
~vince