
House Government, Labor, and Elections Committee
February 24, 2026

HB 649 - Advancing Equal Educational Opportunities for All Students in Maryland

Position: Letter of Information

The Maryland Association of Community Colleges (MACC), representing Maryland's 16 community colleges, offers this letter of information on **HB 649**. MACC appreciates the sponsor's commitment to advancing equal educational opportunities and ensuring that students are protected from discrimination and retaliation. Maryland's community colleges share this commitment and maintain policies and procedures designed to prevent discrimination, provide accessible reporting mechanisms, and ensure timely and equitable resolution of complaints.

HB 649 would establish a new enforcement framework authorizing the Commission on Civil Rights to investigate and adjudicate claims of discrimination in educational institutions, including institutions of higher education, and would create a private right of action to enforce these provisions. Maryland's community colleges are already subject to extensive federal and State civil rights requirements, including Title VI, Title IX, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act, and related State nondiscrimination statutes. Institutions maintain established procedures for receiving, investigating, and resolving complaints under these frameworks.

MACC believes careful consideration is warranted regarding how the proposed enforcement structure would interact with existing institutional processes and federal compliance requirements. The creation of concurrent jurisdiction and a new private right of action may result in overlapping investigations, duplicative proceedings, and increased administrative and legal costs for institutions. Clear regulatory guidance and coordination will be critical to ensure that students receive timely and consistent resolutions while minimizing confusion about reporting pathways.

Maryland's community colleges remain committed to fostering inclusive campus environments and to addressing allegations of discrimination promptly and fairly. MACC respectfully submits this letter of information to provide context regarding current practices and to encourage thoughtful implementation that aligns new enforcement authority with existing educational governance and compliance structures. MACC appreciates the opportunity to share these considerations with the Committee.

Please contact Brad Phillips (bphillips@mdacc.org) or Drew Jabin (djabin@mdacc.org) with questions.