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WOMEN LEGISLATORS OF MARYLAND
THE MARYLAND GENERAL ASSEMBLY

February 28, 2026

To: Delegate Melissa Wells, Chair

Delegate Kenneth Kerr, Chair

Government, Labor, and Elections Committee

The Maryland Women's Caucus proudly supports HB 0724 – Employment Discrimination – Caregiver Status.

HB 0724 prohibits employment discrimination based on an individual's caregiver status. This legislation recognizes the realities of today's workforce, where many employees balance professional responsibilities with caring for children, aging parents, or family members with disabilities.

Caregiving responsibilities disproportionately fall on women, who often face reduced hours, stalled advancement, pay inequities, or termination due to assumptions about their availability or commitment. These penalties contribute to long-term wage gaps, economic instability, and barriers to career growth. No individual should be denied employment opportunities or treated unfairly simply because they provide care to a loved one.

By adding caregiver status as a protected category under employment discrimination law, HB 0724 promotes fairness and economic security. It ensures that employment decisions are based on qualifications and performance—not stereotypes or assumptions about family responsibilities.

This protection is especially critical as Maryland continues to confront workforce shortages and rising caregiving demands. Supporting caregivers strengthens families, stabilizes household incomes, and helps retain experienced workers in the labor market.

HB 0724 aligns directly with the Maryland Women's Caucus mission to advance policies that support women, children, and families across the state. Protecting caregivers from workplace discrimination is an essential step toward economic equity and family stability.

For these reasons, the Maryland Women's Caucus respectfully urges a favorable report on HB 0724.