

Introduced Mar 7, 2022  
Public Hearing Mar 21, 2022  
Council Action Apr 4, 2022  
Executive Action 4.6.2022  
Effective Date 06.06.2022

## County Council of Howard County, Maryland

2022 Legislative Session

Legislative Day No. 5

Bill No. 18 -2022

Introduced by: The Chairperson at the request of the County Executive

AN ACT amending the time in which any person may file a complaint claiming to be aggrieved by an alleged unlawful act in violation of provisions related to unfair employment practices; and generally related to filing complaints alleging violations of the Human Rights provisions of the County Code.

Introduced and read first time Mar 7, 2022. Ordered posted and hearing scheduled.  
By order Michelle Harrod  
Michelle Harrod, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to the Charter, the Bill was read for a second time at a public hearing on Mar 21, 2022.

By order Michelle Harrod  
Michelle Harrod, Administrator

This Bill was read the third time on Apr 4, 2022 and Passed ☒ Passed with amendments \_\_\_\_\_, Failed \_\_\_\_\_.

By order Michelle Harrod  
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 5 day of April, 2022 at 1<sup>00</sup> a.m./p.m.

By order Michelle Harrod  
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive April 6, 2022

Calvin Ball  
Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment

1 **Section 1. *Be It Enacted*** by the County Council of Howard County, Maryland that the Howard  
2 *County Code is amended as follows:*

3  
4 *By amending:*

5 *Title 12, Subtitle 2. Human Rights*

6 *Subsection I of Section 12.212. Unfair employment practices, unfair public*  
7 *accommodation practices, unfair law enforcement practices, unfair*  
8 *financing practices—Complaint, investigation, conciliation, decision and*  
9 *order, administrative hearing, subpoena power and enforcement.*

10  
11 **Title 12. Health and Social Services.**

12 **Subtitle 2. Human Rights.**

13  
14 **Section 12.212. Unfair employment practices, unfair public accommodation practices,**  
15 **unfair law enforcement practices, unfair financing practices—Complaint, investigation,**  
16 **conciliation, decision and order, administrative hearing, subpoena power and enforcement.**

17 **I. *Complaint:***

18 (a) *Right to file.* Any person claiming to be aggrieved by an alleged unlawful act in  
19 violation of this subtitle may file a complaint within [[six months]]THE FOLLOWING  
20 TIME PERIOD: [[after the alleged violation has occurred or has been discovered by the  
21 complainant.]]

22 (1) FOR ALLEGED UNFAIR EMPLOYMENT PRACTICES, A COMPLAINT SHALL BE FILED  
23 WITHIN 300 DAYS AFTER THE ALLEGED VIOLATION HAS OCCURRED OR HAS BEEN  
24 DISCOVERED BY THE COMPLAINANT; OR

25 (2) FOR ALLEGED UNFAIR PUBLIC ACCOMMODATION PRACTICES, UNFAIR LAW  
26 ENFORCEMENT PRACTICES, OR UNFAIR FINANCING PRACTICES, A COMPLAINT SHALL  
27 BE FILED WITHIN SIX MONTHS AFTER THE ALLEGED VIOLATION HAS OCCURRED OR  
28 HAS BEEN DISCOVERED BY THE COMPLAINANT.

29 (b) *Form of complaint.* All complaints shall be filed in writing, under oath, and shall be  
30 upon a form provided by the Office.

31 (c) *Where to file.* Complaints shall be filed with the Office.

1 (d) *Content of complaint.* The complaint shall state the name and address of the  
2 complainant and the respondent and other pertinent information as required by the  
3 Administrator.

4 (e) *Amendment of complaint.* The complainant may reasonably amend the complaint at  
5 any time after it is filed.

6 (f) *Withdrawal of complaint.* The complainant may withdraw the complaint at any time by  
7 filing written notice with the Office.  
8

9 ***Section 2. And Be It Further Enacted by the County Council of Howard County, Maryland that***  
10 ***this Act shall become effective 61 days after its enactment.***

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on

April 6, 2022.

Michelle Harrod  
Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been passed by the yeas and nays of two-thirds of the members of the Council notwithstanding the objections of the Executive, stands enacted on \_\_\_\_\_, 2022.

\_\_\_\_\_  
Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having received neither the approval nor the disapproval of the Executive within ten days of its presentation, stands enacted on \_\_\_\_\_, 2022.

\_\_\_\_\_  
Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, not having been considered on final reading within the time required by Charter, stands failed for want of consideration on \_\_\_\_\_, 2022.

\_\_\_\_\_  
Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been disapproved by the Executive and having failed on passage upon consideration by the Council stands failed on \_\_\_\_\_, 2022.

\_\_\_\_\_  
Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, the withdrawal of which received a vote of two-thirds (2/3) of the members of the Council, is withdrawn from further consideration on \_\_\_\_\_, 2022.

\_\_\_\_\_  
Michelle Harrod, Administrator to the County Council