

Department of Legislative Services  
Maryland General Assembly  
2021 Session

FISCAL AND POLICY NOTE  
Third Reader - Revised

House Bill 257

(Delegate Qi)

Health and Government Operations

Judicial Proceedings

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Maryland Commission on Civil Rights - Employment Discrimination - Reporting

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This bill requires specified counties to annually submit information to the Maryland Commission on Civil Rights (MCCR) regarding employment discrimination complaints. MCCR must include the data and associated recommendations in its annual report.

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Fiscal Summary

**State Effect:** MCCR can handle the bill's requirements with existing resources. Revenues are not affected.

**Local Effect:** It is anticipated that local governments can handle the bill's requirements with existing resources, as discussed below. Revenues are not affected.

**Small Business Effect:** None.

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Analysis

**Bill Summary:** By October 1 of each year, the county office of civil rights, or other appropriate agency, in Baltimore City and Anne Arundel, Baltimore, Howard, Montgomery, and Prince George's counties must report to MCCR the number of employment discrimination complaints received. For each complaint, the entities must also report (1) the type of discrimination alleged; (2) the category of job held by the complainant; (3) whether the complainant is a public or private sector employee; (4) the complainant's country of origin; and (5) whether the appropriate agency determined that a violation occurred.

MCCR must include a review of the data and any recommendations for policy changes to address noted discriminatory trends in its annual report.

**Current Law:** MCCR is charged with the enforcement of laws prohibiting discrimination in employment, housing, public accommodations, and State contracting. On or before January 1 of each year, MCCR must submit a report on its work to the Governor and the General Assembly.

**Local Fiscal Effect:** Baltimore City and Baltimore, Montgomery, and Prince George’s counties advise that the bill’s reporting requirements can be met with existing resources.

Anne Arundel County notes that it does not have an office that investigates complaints regarding noncounty public-sector employers or private-sector employers. However, because the bill only establishes reporting requirements for complaints *received* and does not impose any requirements for local jurisdictions to expand offices to address other types of complaints, the bill can be handled using existing resources.

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### **Additional Information**

**Prior Introductions:** HB 703 of 2020, as amended, passed the House and was referred to the Senate Judicial Proceedings Committee, but no further action was taken.

**Designated Cross File:** SB 236 (Senator Hettleman) - Judicial Proceedings.

**Information Source(s):** Baltimore City; Anne Arundel, Baltimore, Montgomery, and Prince George’s counties; Maryland Commission on Civil Rights; Department of Legislative Services

**Fiscal Note History:** First Reader - January 26, 2021  
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