

HOUSE BILL 850

D5, F5, F1
HB 155/21 – W&M

2lr0941
CF SB 666

By: **Delegates Wilkins and Charles**

Introduced and read first time: February 7, 2022

Assigned to: Ways and Means

A BILL ENTITLED

1 AN ACT concerning

2 **Schools, Prekindergarten Programs, and County Boards of Education –**
3 **Discrimination**

4 FOR the purpose of prohibiting county boards of education and certain schools and
5 prekindergarten programs from taking certain discriminatory actions because of a
6 person’s race, ethnicity, color, religion, sex, age, national origin, marital status,
7 sexual orientation, gender identity, or disability; authorizing a person alleging
8 discrimination under this Act to file a complaint with the State Superintendent of
9 Schools; requiring the State Superintendent, on receipt of a complaint, to take
10 certain actions including providing notice of the complaint to certain parties,
11 attempting to mediate an agreement, and issuing a decision if a mediation
12 agreement is not reached; providing for the reopening of a complaint and for an
13 appeal to the Office of Administrative Hearings; authorizing the State
14 Superintendent to require the Comptroller to withhold funding from a program or
15 school in certain circumstances; requiring certain schools and programs to publish a
16 certain statement as the policy of the State in student handbooks; and generally
17 relating to discrimination by schools, prekindergarten programs, and county boards
18 of education.

19 BY repealing and reenacting, with amendments,
20 Article – Education
21 Section 2–303(b) and 4–108
22 Annotated Code of Maryland
23 (2018 Replacement Volume and 2021 Supplement)

24 BY adding to
25 Article – Education
26 Section 26–701 through 26–705 to be under the new subtitle “Subtitle 7.
27 Discrimination in Education”
28 Annotated Code of Maryland
29 (2018 Replacement Volume and 2021 Supplement)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
2 That the Laws of Maryland read as follows:

3 **Article – Education**

4 2–303.

5 (b) (1) The State Superintendent shall enforce the provisions of:

6 (i) This article that are within his jurisdiction; and

7 (ii) The bylaws, rules, and regulations of the State Board.

8 (2) If an educational institution [or], A county board, **OR A NONPUBLIC**
9 **PREKINDERGARTEN PROGRAM, OR NONPUBLIC SCHOOL SUBJECT TO THE**
10 **REQUIREMENTS OF § 26–704 OF THIS ARTICLE** violates any of these provisions, the
11 State Superintendent, by written notice, may require the State Comptroller to withhold
12 from that institution [or], board, **PROGRAM, OR SCHOOL**:

13 (i) All or any part of an appropriation made by the General
14 Assembly; and

15 (ii) All or any part of any other payment from funds budgeted by the
16 State.

17 4–108.

18 Each county board shall:

19 (1) To the best of its ability carry out the applicable provisions of this article
20 and the bylaws, rules, regulations, and policies of the State Board;

21 (2) Maintain throughout its county a reasonably uniform system of public
22 schools that is designed to provide quality education and equal educational opportunity for
23 all children;

24 (3) Subject to this article and to the applicable bylaws, rules, and
25 regulations of the State Board, determine, with the advice of the county superintendent,
26 the educational policies of the county school system; [and]

27 (4) Adopt, codify, and make available to the public bylaws, rules, and
28 regulations not inconsistent with State law, for the conduct and management of the county
29 public schools; **AND**

1 **(5) ADOPT AND MAINTAIN A WRITTEN ANTIDISCRIMINATION POLICY**
2 **FOR THE COUNTY SCHOOL SYSTEM THAT, IN ACCORDANCE WITH TITLE 26,**
3 **SUBTITLE 7 OF THIS ARTICLE, PROHIBITS A SCHOOL FROM:**

4 **(I) DISCRIMINATING AGAINST ANY PERSON BECAUSE OF THE**
5 **INDIVIDUAL’S RACE, ETHNICITY, COLOR, RELIGION, SEX, AGE, NATIONAL ORIGIN,**
6 **MARITAL STATUS, SEXUAL ORIENTATION, GENDER IDENTITY, OR DISABILITY;**

7 **(II) REFUSING ENROLLMENT OF A PROSPECTIVE STUDENT,**
8 **EXPELLING A CURRENT STUDENT, OR WITHHOLDING PRIVILEGES FROM ANY**
9 **INDIVIDUAL BECAUSE OF AN INDIVIDUAL’S RACE, ETHNICITY, COLOR, RELIGION,**
10 **SEX, AGE, NATIONAL ORIGIN, MARITAL STATUS, SEXUAL ORIENTATION, GENDER**
11 **IDENTITY, OR DISABILITY; AND**

12 **(III) DISCIPLINING, INVOKING A PENALTY AGAINST, OR TAKING**
13 **ANY OTHER RETALIATORY ACTION AGAINST A STUDENT OR PARENT OR GUARDIAN**
14 **OF A STUDENT WHO FILES A COMPLAINT ALLEGING THAT THE SCHOOL**
15 **DISCRIMINATED AGAINST THE STUDENT, REGARDLESS OF THE OUTCOME OF THE**
16 **COMPLAINT.**

17 **SUBTITLE 7. DISCRIMINATION IN EDUCATION.**

18 **26-701.**

19 **IN THIS SUBTITLE, “RACE” HAS THE MEANING STATED IN § 20-101 OF THE**
20 **STATE GOVERNMENT ARTICLE.**

21 **26-702.**

22 **THIS SUBTITLE DOES NOT APPLY TO:**

23 **(1) WITH RESPECT TO DISCRIMINATION ON THE BASIS OF SEX, A**
24 **PREKINDERGARTEN PROGRAM OR SCHOOL THAT LIMITS, AND CONTINUALLY SINCE**
25 **THE TIME OF ITS ESTABLISHMENT HAS LIMITED, ADMISSION TO STUDENTS OF ONLY**
26 **ONE SEX;**

27 **(2) WITH RESPECT TO DISCRIMINATION ON THE BASIS OF RELIGION,**
28 **A NONPUBLIC PREKINDERGARTEN PROGRAM OR NONPUBLIC SCHOOL THAT IS**
29 **AFFILIATED WITH A RELIGIOUS INSTITUTION DECLINING TO INSTRUCT STUDENTS**
30 **IN THE TENETS OF A RELIGION THAT IS DIFFERENT FROM THE RELIGION WITH**
31 **WHICH THE PROGRAM OR SCHOOL IS AFFILIATED; AND**

32 **(3) WITH RESPECT TO DISCRIMINATION ON THE BASIS OF**
33 **DISABILITY, A NONPUBLIC PREKINDERGARTEN PROGRAM OR NONPUBLIC SCHOOL**

1 THAT PROVIDES A STUDENT WITH A REASONABLE ACCOMMODATION UNDER
2 FEDERAL LAW.

3 **26-703.**

4 THIS SUBTITLE DOES NOT REQUIRE A NONPUBLIC PREKINDERGARTEN
5 PROGRAM OR NONPUBLIC SCHOOL TO ENROLL, RETAIN, OR EXTEND PRIVILEGES TO
6 A STUDENT OR PROSPECTIVE STUDENT WHO DOES NOT MEET THE USUAL AND
7 REGULAR QUALIFICATIONS, REQUIREMENTS, AND STANDARDS OF THE PROGRAM OR
8 SCHOOL, PROVIDED THAT THE DENIAL IS NOT BASED ON DISCRIMINATION ON THE
9 GROUNDS OF RACE, ETHNICITY, COLOR, RELIGION, SEX, AGE, NATIONAL ORIGIN,
10 MARITAL STATUS, SEXUAL ORIENTATION, GENDER IDENTITY, OR DISABILITY.

11 **26-704.**

12 (A) THIS SECTION APPLIES TO:

13 (1) A COUNTY BOARD;

14 (2) A PUBLIC PREKINDERGARTEN PROGRAM;

15 (3) A PUBLIC PRIMARY OR SECONDARY SCHOOL;

16 (4) A NONPUBLIC PREKINDERGARTEN PROGRAM THAT RECEIVES
17 STATE FUNDS; AND

18 (5) A NONPUBLIC PRIMARY OR SECONDARY SCHOOL THAT RECEIVES
19 STATE FUNDS.

20 (B) AN ENTITY LISTED UNDER SUBSECTION (A) OF THIS SECTION MAY NOT:

21 (1) DISCRIMINATE AGAINST A CURRENT STUDENT, A PROSPECTIVE
22 STUDENT, OR THE PARENT OR GUARDIAN OF A CURRENT OR PROSPECTIVE STUDENT
23 ON THE BASIS OF RACE, ETHNICITY, COLOR, RELIGION, SEX, AGE, NATIONAL ORIGIN,
24 MARITAL STATUS, SEXUAL ORIENTATION, GENDER IDENTITY, OR DISABILITY;

25 (2) REFUSE ENROLLMENT OF A PROSPECTIVE STUDENT, EXPEL A
26 CURRENT STUDENT, OR WITHHOLD PRIVILEGES FROM A CURRENT STUDENT, A
27 PROSPECTIVE STUDENT, OR THE PARENT OR GUARDIAN OF A CURRENT OR
28 PROSPECTIVE STUDENT BECAUSE OF AN INDIVIDUAL'S RACE, ETHNICITY, COLOR,
29 RELIGION, SEX, AGE, NATIONAL ORIGIN, MARITAL STATUS, SEXUAL ORIENTATION,
30 GENDER IDENTITY, OR DISABILITY; OR

1 **(3) DISCIPLINE, INVOKE A PENALTY AGAINST, OR TAKE ANY OTHER**
2 **RETALIATORY ACTION AGAINST A STUDENT OR PARENT OR GUARDIAN OF A**
3 **STUDENT WHO FILES A COMPLAINT ALLEGING THAT THE PROGRAM OR SCHOOL**
4 **DISCRIMINATED AGAINST THE STUDENT, REGARDLESS OF THE OUTCOME OF THE**
5 **COMPLAINT.**

6 **(C) AN ENTITY LISTED UNDER SUBSECTION (A) OF THIS SECTION SHALL**
7 **PRINT IN ITS STUDENT HANDBOOK THE FOLLOWING STATEMENT:**

8 **“IT IS THE POLICY OF THE STATE OF MARYLAND THAT ALL PUBLIC AND**
9 **PUBLICLY FUNDED SCHOOLS AND SCHOOL PROGRAMS OPERATE IN COMPLIANCE**
10 **WITH:**

11 **(1) TITLE VI OF THE FEDERAL CIVIL RIGHTS ACT OF 1964; AND**

12 **(2) TITLE 26, SUBTITLE 7 OF THE EDUCATION ARTICLE OF THE**
13 **MARYLAND CODE, WHICH STATES THAT PUBLIC AND PUBLICLY FUNDED SCHOOLS**
14 **AND PROGRAMS MAY NOT:**

15 **(I) DISCRIMINATE AGAINST A CURRENT STUDENT, A**
16 **PROSPECTIVE STUDENT, OR THE PARENT OR GUARDIAN OF A CURRENT OR**
17 **PROSPECTIVE STUDENT ON THE BASIS OF RACE, ETHNICITY, COLOR, RELIGION, SEX,**
18 **AGE, NATIONAL ORIGIN, MARITAL STATUS, SEXUAL ORIENTATION, GENDER**
19 **IDENTITY, OR DISABILITY;**

20 **(II) REFUSE ENROLLMENT OF A PROSPECTIVE STUDENT, EXPEL**
21 **A CURRENT STUDENT, OR WITHHOLD PRIVILEGES FROM A CURRENT STUDENT, A**
22 **PROSPECTIVE STUDENT, OR THE PARENT OR GUARDIAN OF A CURRENT OR**
23 **PROSPECTIVE STUDENT BECAUSE OF AN INDIVIDUAL’S RACE, ETHNICITY, COLOR,**
24 **RELIGION, SEX, AGE, NATIONAL ORIGIN, MARITAL STATUS, SEXUAL ORIENTATION,**
25 **GENDER IDENTITY, OR DISABILITY; OR**

26 **(III) DISCIPLINE, INVOKE A PENALTY AGAINST, OR TAKE ANY**
27 **OTHER RETALIATORY ACTION AGAINST A STUDENT OR PARENT OR GUARDIAN OF A**
28 **STUDENT WHO FILES A COMPLAINT ALLEGING THAT THE PROGRAM OR SCHOOL**
29 **DISCRIMINATED AGAINST THE STUDENT, REGARDLESS OF THE OUTCOME OF THE**
30 **COMPLAINT.”.**

31 **26-705.**

32 **(A) (1) A PERSON ALLEGING DISCRIMINATION IN VIOLATION OF § 26-704**
33 **OF THIS SUBTITLE MAY FILE A COMPLAINT WITH THE STATE SUPERINTENDENT.**

1 **(2) A COMPLAINT FILED UNDER PARAGRAPH (1) OF THIS**
2 **SUBSECTION SHALL SPECIFY THE RELIEF OR REMEDY REQUESTED.**

3 **(3) A PARENT OR GUARDIAN OF A MINOR ALLEGING DISCRIMINATION**
4 **MAY SUBMIT A COMPLAINT UNDER THIS SUBSECTION ON BEHALF OF THE MINOR.**

5 **(B) ON RECEIPT OF A COMPLAINT UNDER SUBSECTION (A) OF THIS**
6 **SECTION, THE STATE SUPERINTENDENT SHALL PROVIDE NOTICE OF THE**
7 **COMPLAINT TO:**

8 **(1) THE PROGRAM OR SCHOOL THAT IS THE SUBJECT OF THE**
9 **COMPLAINT; AND**

10 **(2) THE COUNTY BOARD FOR THE COUNTY IN WHICH THE PUBLIC**
11 **PREKINDERGARTEN PROGRAM OR PUBLIC PRIMARY OR SECONDARY SCHOOL IS**
12 **LOCATED.**

13 **(C) WITHIN 30 DAYS OF RECEIVING A NOTICE UNDER SUBSECTION (B) OF**
14 **THIS SECTION, THE PROGRAM OR SCHOOL AND, IF APPROPRIATE, COUNTY BOARD**
15 **SHALL SUBMIT A RESPONSE TO THE STATE SUPERINTENDENT.**

16 **(D) (1) (I) THE STATE SUPERINTENDENT SHALL ATTEMPT TO**
17 **MEDIATE AN AGREEMENT BETWEEN THE COMPLAINANT AND RESPONDENT TO**
18 **REMEDY AND ELIMINATE THE DISCRIMINATION.**

19 **(II) IF MEDIATION UNDER SUBPARAGRAPH (I) OF THIS**
20 **PARAGRAPH RESULTS IN AN AGREEMENT BETWEEN THE PARTIES, THE STATE**
21 **SUPERINTENDENT SHALL ISSUE TO BOTH PARTIES A WRITTEN STATEMENT OF THE**
22 **MEDIATION FINDINGS AND AGREEMENT, INCLUDING THE TIMELINE WITHIN WHICH**
23 **ANY AGREED ACTIONS MUST BE TAKEN.**

24 **(2) (I) IF A MEDIATION AGREEMENT IS NOT REACHED UNDER**
25 **PARAGRAPH (1) OF THIS SUBSECTION WITHIN 60 DAYS AFTER THE COMPLAINT IS**
26 **FILED, THE STATE SUPERINTENDENT SHALL ISSUE A DECISION ON THE COMPLAINT**
27 **TO BOTH PARTIES.**

28 **(II) A DECISION ISSUED UNDER SUBPARAGRAPH (I) OF THIS**
29 **PARAGRAPH SHALL:**

30 **1. BE IN WRITING;**

31 **2. CONTAIN ANY FINDINGS OF FACT DETERMINED BY**
32 **THE STATE SUPERINTENDENT; AND**

1 **3. SPECIFY ANY ACTIONS NECESSARY TO REMEDY OR**
2 **ELIMINATE THE DISCRIMINATION, INCLUDING THE TIMELINE WITHIN WHICH THE**
3 **ACTIONS MUST BE TAKEN.**

4 **(III) IF THE STATE SUPERINTENDENT FINDS THAT A COUNTY**
5 **BOARD, PROGRAM, OR SCHOOL VIOLATED § 26-704 OF THIS SUBTITLE, A DECISION**
6 **ISSUED UNDER SUBPARAGRAPH (I) OF THIS PARAGRAPH MAY REQUIRE THE**
7 **COMPTROLLER TO WITHHOLD FUNDING FROM THE PROGRAM OR SCHOOL IN AN**
8 **AMOUNT DETERMINED BY THE STATE SUPERINTENDENT IN ACCORDANCE WITH §**
9 **2-303(B) OF THIS ARTICLE.**

10 **(E) (1) A COMPLAINANT ALLEGING THAT A COUNTY BOARD, PROGRAM,**
11 **OR SCHOOL DID NOT REMEDY OR ELIMINATE THE DISCRIMINATION AS AGREED OR**
12 **REQUIRED UNDER SUBSECTION (D) OF THIS SECTION MAY REOPEN A COMPLAINT**
13 **MADE UNDER THIS SECTION WITHOUT:**

14 **(I) FILING A NEW COMPLAINT UNDER SUBSECTION (A) OF THIS**
15 **SECTION; OR**

16 **(II) ENGAGING IN MEDIATION UNDER SUBSECTION (D)(1) OF**
17 **THIS SECTION.**

18 **(2) IF THE STATE SUPERINTENDENT FINDS THAT A COUNTY BOARD,**
19 **PROGRAM, OR SCHOOL DID NOT REMEDY OR ELIMINATE THE DISCRIMINATION AS**
20 **AGREED OR REQUIRED UNDER SUBSECTION (D) OF THIS SECTION, THE STATE**
21 **SUPERINTENDENT SHALL ISSUE AN UPDATED WRITTEN DECISION TO BOTH PARTIES**
22 **REQUIRING THE COMPTROLLER TO WITHHOLD FUNDING FROM THE PROGRAM OR**
23 **SCHOOL IN AN AMOUNT DETERMINED BY THE STATE SUPERINTENDENT IN**
24 **ACCORDANCE WITH § 2-303(B) OF THIS ARTICLE.**

25 **(F) A COMPLAINANT OR RESPONDENT MAY APPEAL TO THE OFFICE OF**
26 **ADMINISTRATIVE HEARINGS:**

27 **(1) WITHIN 10 DAYS AFTER RECEIVING A DECISION ISSUED BY THE**
28 **STATE SUPERINTENDENT UNDER SUBSECTION (D)(2) OF THIS SECTION; OR**

29 **(2) IF THE STATE SUPERINTENDENT DOES NOT ISSUE A DECISION AS**
30 **REQUIRED UNDER SUBSECTION (D)(2) OF THIS SECTION, WITHIN 10 DAYS AFTER**
31 **THE DATE BY WHICH THE DECISION SHOULD HAVE BEEN ISSUED.**

32 **(G) (1) AN APPEAL HEARING SHALL BE HELD IN THE COUNTY WHERE THE**
33 **ALLEGED DISCRIMINATORY ACT OCCURRED.**

1 **(2) IF, AFTER REVIEWING ALL OF THE EVIDENCE, THE**
2 **ADMINISTRATIVE LAW JUDGE FINDS THAT THE RESPONDENT HAS ENGAGED IN**
3 **DISCRIMINATION, THE ADMINISTRATIVE LAW JUDGE SHALL:**

4 **(I) ISSUE A DECISION AND ORDER STATING THE JUDGE'S**
5 **FINDINGS OF FACT AND CONCLUSIONS OF LAW; AND**

6 **(II) ISSUE AND CAUSE TO BE SERVED ON THE RESPONDENT AN**
7 **ORDER REQUIRING THE RESPONDENT TO:**

8 **1. CEASE AND DESIST FROM ENGAGING IN THE**
9 **DISCRIMINATION; AND**

10 **2. TAKE AFFIRMATIVE ACTION TO EFFECTUATE THE**
11 **PURPOSES OF THIS SUBTITLE.**

12 **(H) THE STATE BOARD, IN CONSULTATION WITH THE STATE**
13 **SUPERINTENDENT, SHALL ADOPT REGULATIONS TO ESTABLISH PROCEDURES FOR**
14 **COMPLAINT PROCESSING, MEDIATION, AND ENFORCEMENT AND OTHERWISE CARRY**
15 **OUT THE REQUIREMENTS OF THIS SECTION.**

16 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
17 1, 2022.