

# HOUSE BILL 469

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CF 4lr1747

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By: **Delegate Fair**

Introduced and read first time: January 22, 2024

Assigned to: Economic Matters

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## A BILL ENTITLED

1 AN ACT concerning

2 **Employment Discrimination – Exceptions – Religious Activities of Religious**  
3 **Employers**

4 FOR the purpose of specifying that the exception for religious employers to certain  
5 prohibitions against employment discrimination applies only to the religious  
6 activities of the employers; and generally relating to religious employers and  
7 employment discrimination.

8 BY repealing and reenacting, without amendments,

9 Article – State Government

10 Section 20–602

11 Annotated Code of Maryland

12 (2021 Replacement Volume and 2023 Supplement)

13 BY repealing and reenacting, with amendments,

14 Article – State Government

15 Section 20–604

16 Annotated Code of Maryland

17 (2021 Replacement Volume and 2023 Supplement)

18 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

19 That the Laws of Maryland read as follows:

20 **Article – State Government**

21 20–602.

22 It is the policy of the State, in the exercise of its police power for the protection of the  
23 public safety, public health, and general welfare, for the maintenance of business and good  
24 government, and for the promotion of the State’s trade, commerce, and manufacturers:

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1           (1)     to assure all persons equal opportunity in receiving employment and in  
2 all labor management–union relations, regardless of race, color, religion, ancestry or  
3 national origin, sex, age, marital status, sexual orientation, gender identity, or disability  
4 unrelated in nature and extent so as to reasonably preclude the performance of the  
5 employment; and

6           (2)     to that end, to prohibit discrimination in employment by any person.

7 20–604.

8           This subtitle does not apply to:

9           (1)     an employer with respect to the employment of aliens outside of the  
10 State; or

11           (2)     a religious corporation, association, educational institution, or society  
12 with respect to the employment of individuals of a particular religion, sexual orientation,  
13 or gender identity to perform work connected with the **RELIGIOUS** activities of the  
14 [religious] entity.

15           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
16 October 1, 2024.