

# HOUSE BILL 502

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CF SB 433

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By: **The Speaker (By Request – Administration) and Delegates Allen, Bhandari, Buckel, Cardin, Fennell, Foley, Hornberger, Jackson, Kerr, Phillips, Ruff, Simpson, Stein, Taveras, Toles, Turner, Vogel, Wilkins, Woods, Woorman, and Wu**

Introduced and read first time: January 22, 2025

Assigned to: Appropriations

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Committee Report: Favorable

House action: Adopted

Read second time: March 1, 2025

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Office of Disability Employment Advancement and Policy and Maryland as a**  
3 **Model Employer Initiative – Established**

4 FOR the purpose of establishing the Office of Disability Employment Advancement and  
5 Policy within the Department of Disabilities; establishing the Maryland as a Model  
6 Employer Initiative within the Office of Disability Employment Advancement and  
7 Policy to facilitate efforts that improve outcomes in the hiring, recruitment,  
8 retention, and advancement of people with disabilities in the State government  
9 workforce; and generally relating to the establishment of the Office of Disability  
10 Employment Advancement and Policy and the Maryland as a Model Employer  
11 Initiative.

12 BY repealing and reenacting, with amendments,  
13 Article – Human Services  
14 Section 7–114(b)  
15 Annotated Code of Maryland  
16 (2019 Replacement Volume and 2024 Supplement)

17 BY adding to  
18 Article – Human Services  
19 Section 7–1201 through 7–1205 to be under the new subtitle “Subtitle 12. Office of  
20 Disability Employment Advancement and Policy”

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 Annotated Code of Maryland  
2 (2019 Replacement Volume and 2024 Supplement)

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

5 **Article – Human Services**

6 7–114.

7 (b) The Department shall oversee and administer the following programs and  
8 units:

9 (1) constituent services and ombudsmen programs;

10 (2) the Assistive Technology Guaranteed Loan Program under Subtitle 6  
11 of this title;

12 (3) the Office of Personal Assistance Services, including the Attendant  
13 Care Program under Subtitle 4 of this title;

14 (4) Telecommunications Access of Maryland under Subtitle 8 of this title;  
15 [and]

16 (5) Telecommunications Devices and Distribution of Accessible  
17 Information for Disabled Individuals under Subtitle 9 of this title; AND

18 (6) **THE OFFICE OF DISABILITY EMPLOYMENT ADVANCEMENT AND**  
19 **POLICY.**

20 **SUBTITLE 12. OFFICE OF DISABILITY EMPLOYMENT ADVANCEMENT AND POLICY.**

21 **7–1201.**

22 (A) **IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS**  
23 **INDICATED.**

24 (B) **“DEPARTMENT” MEANS THE DEPARTMENT OF DISABILITIES.**

25 (C) **“INITIATIVE” MEANS THE MARYLAND AS A MODEL EMPLOYER**  
26 **INITIATIVE.**

27 (D) **“OFFICE” MEANS THE OFFICE OF DISABILITY EMPLOYMENT**  
28 **ADVANCEMENT AND POLICY.**

1 (E) "SECRETARY" MEANS THE SECRETARY OF DISABILITIES.

2 7-1202.

3 (A) THERE IS AN OFFICE OF DISABILITY EMPLOYMENT ADVANCEMENT  
4 AND POLICY WITHIN THE DEPARTMENT.

5 (B) THE PURPOSE OF THE OFFICE INCLUDES:

6 (1) THE DEVELOPMENT AND IMPLEMENTATION OF STRATEGIES IN  
7 THE STATE DISABILITIES PLAN, ESTABLISHED UNDER § 7-132 OF THIS TITLE,  
8 RELATING TO THE EMPLOYMENT, TRAINING, AND CAREER-READINESS OF  
9 INDIVIDUALS WITH DISABILITIES;

10 (2) PERFORMING DUTIES UNDER § 7-114 OF THIS TITLE NECESSARY  
11 TO SUPPORT STATEWIDE POLICIES AND STANDARDS RELATING TO THE  
12 EMPLOYMENT, TRAINING, AND CAREER-READINESS OF INDIVIDUALS WITH  
13 DISABILITIES;

14 (3) COLLECTING INFORMATION AND DATA FROM UNITS OF STATE  
15 GOVERNMENT RELATING TO THE EMPLOYMENT, TRAINING, AND  
16 CAREER-READINESS OF INDIVIDUALS WITH DISABILITIES, IN ACCORDANCE WITH §  
17 7-115 OF THIS TITLE; AND

18 (4) IMPLEMENTING THE MARYLAND AS A MODEL EMPLOYER  
19 INITIATIVE, ESTABLISHED UNDER § 7-1205 OF THIS SUBTITLE.

20 7-1203.

21 THE SECRETARY MAY ADOPT REGULATIONS AS NECESSARY TO CARRY OUT  
22 THE PROVISIONS OF THIS SUBTITLE.

23 7-1204.

24 THIS SUBTITLE MAY NOT BE CONSTRUED TO ESTABLISH AN ENTITLEMENT  
25 PROGRAM.

26 7-1205.

27 (A) BEGINNING JULY 1, 2026, THE OFFICE SHALL BE RESPONSIBLE FOR  
28 IMPLEMENTATION AND OVERSIGHT OF THE MARYLAND AS A MODEL EMPLOYER  
29 INITIATIVE.

1           **(B) THE PURPOSE OF THE INITIATIVE SHALL INCLUDE:**

2                   **(1) PROMOTING THE RECRUITMENT, HIRING, RETENTION, AND**  
3 **CAREER ADVANCEMENT OF PEOPLE WITH DISABILITIES ACROSS STATE**  
4 **GOVERNMENT;**

5                   **(2) CONDUCTING AND COORDINATING OUTREACH TO JOB SEEKERS**  
6 **WITH DISABILITIES AND STATE GOVERNMENT TO ENCOURAGE PARTICIPATION IN**  
7 **THE INITIATIVE;**

8                   **(3) DEVELOPING AND DELIVERING TRAININGS TO STATE AGENCIES**  
9 **AND UNITS ADDRESSING BEST PRACTICES, RESOURCES, AND RELEVANT FEDERAL**  
10 **AND STATE LAWS PERTAINING TO THE EMPLOYMENT OF PEOPLE WITH**  
11 **DISABILITIES;**

12                   **(4) ASSISTING STATE GOVERNMENT AGENCIES AND UNITS TO**  
13 **ATTRACT QUALIFIED JOB SEEKERS WITH DISABILITIES TO AVAILABLE POSITIONS;**

14                   **(5) PROMOTING ACCESS TO AND ACQUISITION OF ASSISTIVE**  
15 **TECHNOLOGY FOR NEW STATE EMPLOYEES WITH DISABILITIES;**

16                   **(6) EVALUATING STATE EMPLOYMENT PRACTICES AND POLICIES AND**  
17 **MAKING RECOMMENDATIONS REGARDING WAYS TO REDUCE BARRIERS FOR JOB**  
18 **SEEKERS AND EMPLOYEES WITH DISABILITIES;**

19                   **(7) COLLECTING FROM EACH UNIT OF STATE GOVERNMENT, AS PART**  
20 **OF THE PLANS REQUIRED UNDER § 7-116 OF THIS TITLE, PERFORMANCE GOALS**  
21 **RELATED TO HIRING AND RETENTION EFFORTS FOR EMPLOYEES WITH DISABILITIES**  
22 **AND ANY DATA DEEMED NECESSARY BY THE SECRETARY TO DEMONSTRATE**  
23 **PERFORMANCE OUTCOMES; AND**

24                   **(8) REPORTING ON THE INITIATIVE'S OUTCOMES IN COMPLIANCE**  
25 **WITH SUBSECTION (C) OF THIS SECTION.**

26           **(C) ON OR BEFORE DECEMBER 1, 2026, AND EACH DECEMBER 1**  
27 **THEREAFTER, THE OFFICE SHALL REPORT TO THE GOVERNOR AND THE GENERAL**  
28 **ASSEMBLY, IN ACCORDANCE WITH § 2-1257 OF THE STATE GOVERNMENT ARTICLE,**  
29 **ON:**

30                   **(1) PROGRESS AND OUTCOMES OF THE INITIATIVE; AND**

1                   **(2) RECOMMENDATIONS DEVELOPED BY THE INITIATIVE FOR**  
2 **CONTINUED IMPROVEMENT OF STATE GOVERNMENT EMPLOYMENT PRACTICES FOR**  
3 **PEOPLE WITH DISABILITIES.**

4                   SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
5 1, 2025.

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.