

# State of Maryland

## Commission on Civil Rights

*"Our vision is to have a State that is free from any trace of unlawful discrimination."*



### *Officers*

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January 28, 2021

### **Senate Bill 381 – Law Enforcement Officers’ Bill of Rights – Uniform Disciplinary Procedures POSITION: Support**

Dear Chairperson Smith, Vice Chairperson Waldstreicher, and Members of the Senate Judicial Proceedings Committee:

The Maryland Commission on Civil Rights (“MCCR”; “The Commission”) is the State agency responsible for the enforcement of laws prohibiting discrimination in employment, housing, public accommodations, and state contracts based upon race, color, religion, sex, age, national origin, marital status, familial status, sexual orientation, gender identity, genetic information, physical and mental disability, and source of income.

Senate Bill 381 repeals provisions of the Law Enforcement Officers’ Bill of Rights permitting local law enforcement agencies to circumvent state disciplinary standards for law enforcement officers by entering into collective bargaining agreements with their respective local collective bargaining units.

The Maryland Commission on Civil Rights believes that, in the interest of public safety, law enforcement officers throughout Maryland should be held to uniform disciplinary standards. The current system that permits wide variation between law enforcement agencies is unacceptable and fuels public mistrust in the forces sworn to protect them.

Because of this, the Maryland Commission on Civil Rights urges a favorable vote on SB381. Thank you for your time and consideration of the information contained in this letter. The Maryland Commission on Civil Rights looks forward to the continued opportunity to work with you to improve and promote civil rights in Maryland.