

MIKE ROGERS
Legislative District 32
Anne Arundel County

Economic Matters Committee

Subcommittees

Banking, Consumer Protection, and
Commercial Law

Unemployment Insurance



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THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

March 22nd, 2022

Testimony in Favor of HB0078
Discrimination in Employment - Reasonable Accommodations for Applicants With Disabilities

Chair Smith, Vice Chair Waldstreicher, and members of the Judicial Proceedings Committee,

I respectfully request a favorable report of HB0078. This bill will ensure that job applicants with disabilities have reasonable accommodations during the interview process, allowing these applicants to fully demonstrate their qualifications. While the Americans with Disabilities Act technically requires these accommodations in the hiring process, too many Marylanders find that they are not provided with these accommodations during hiring. Codifying this right in Maryland law will ensure that all Marylanders have a chance to demonstrate their qualifications.

HB0078 requires employers to make reasonable accommodations for applicants with disabilities, including allowing alternatives to an online applications process, such as hard copy applications; accepting video resumes or other alternative formats; allowing a third party or a direct support professional to provide assistance during an interview; and providing an interview location that is accessible for individuals with mobility impairments.

While HB0078 explicitly lists reasonable accommodations for disabled applicants during the interview process, it does not limit, the employer to the list or require all of those accommodations to be met. The bill does not require employers to adapt the accommodations listed in the bill if doing so will cause the employer undue hardship.

As a nation and in Maryland, we have an untapped segment of working adults with disabilities who are neither in the workforce nor looking for work. Enabling and supporting people with disabilities to enter and stay in the labor force is important, and I would argue imperative to growing and sustaining our GDP and strengthening our economy.

This proposed bill will strengthen the current laws and create reasonable accommodations during the application process.

I respectfully request a favorable report on HB0078.

Sincerely,

A handwritten signature in black ink that reads "Mike Rogers".

Mike Rogers
Maryland Delegate, 32nd District