

DISCRIMINATION NOTICE

Employment Discrimination is Unlawful

How Does The Law Protect Me? *State Government Article, §20-602* of the Annotated Code of Maryland provides every Marylander equal protection in employment regardless of:

Race, Sex, Age, Ethnicity, Ancestry or National Origin, Religion, Physical or Mental Disability, Color, Marital Status, Military Status, Sexual Orientation, Gender Identity, Genetic Information

What Am I Protected From? You are protected from unlawful discrimination from the following employment-related practices:

- Employers cannot discriminate in recruiting, interviewing, hiring, upgrading/promoting, setting work conditions, and discharging an employee.
- Labor organizations cannot deny membership to qualified persons or discriminate in apprenticeship programs.
- Employment agencies cannot discriminate in job referrals, ask discriminatory pre-employment questions, or circulate information that unlawfully limits employment.
- Newspapers and other media cannot publish job advertisements that discriminate.

What If My Employer Retaliates? Retaliation is also prohibited under the law when you exercise your rights to seek relief and redress. If an employee decides to file an employment discrimination complaint, an employer may not:

- Interfere with;
- Restraine;
- Deny the exercise; or
- Deny the attempt to exercise the right.

Any form of retaliation is grounds to file a Complaint of Discrimination with the Maryland Commission on Civil Rights (MCCR).

What If I Am A Victim Of Discrimination? If you believe your rights under the law have been violated, you must file a complaint with MCCR **300 days** of the alleged act of discrimination. A trained Civil Rights Officer will work with you to discuss what happened and determine if there is reason to believe a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or walk-in. **All procedures by MCCR are confidential until your case is certified for public hearing or trial.**

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