

## Remedies for Victims of Employment Violations

MCCR enforces orders against those found to be unlawfully discriminating (the Respondent), such as paying fines and damages, and taking other appropriate actions where warranted (example: requiring training).

## Retaliation is Illegal

MCCR prohibits retaliation against a person who makes a complaint or who supports a complaint filed by another. MCCR will investigate immediately if retaliation occurs. It is also illegal to threaten, intimidate, or harass someone because they have filed a discrimination complaint.

## Take Action

If you think you have been a victim of employment discrimination, contact MCCR to find out more about your rights under Maryland law.

## What YOU Can Do

### -File a Complaint

If you feel you are the victim of employment discrimination, contact MCCR within six months of the act of discrimination. For more information, call 410-767-8600 (para Español, marque el 2) or toll free at 1-800-637-6247.

### -Initiate An Inquiry

You can initiate an inquiry via mail, e-mail, phone, fax, online form, or walk-in. To find out how, visit MCCR's website at [www.mccr.maryland.gov](http://www.mccr.maryland.gov), click on "Complaint Intake", and follow the related instructions.

## State of Maryland Commission on Civil Rights Statewide Office Locations

### Baltimore Office

William Donald Schaefer Tower  
6 Saint Paul Street, Suite 900  
Baltimore, MD 21202-1631  
Phone: 410-767-8600  
Fax: 410-333-1841  
TTY/TTD: 410-333-1737  
Toll Free: 1-800-637-6247

### Hagerstown Office

Potomac Plaza  
44 N. Potomac Street, Suite 202  
Hagerstown, MD 21740  
Phone: 301-797-8521  
Fax: 301-791-3060

### Salisbury Office

Salisbury District Court  
Multi-Purpose Center  
201 Baptist Street, Suite 33  
Salisbury, MD 21801  
Phone: 410-713-3611  
Fax: 410-713-3614

### Leonardtown Office

Joseph D. Carter Center  
23110 Leonard Hall Drive  
P. O. Box 1509  
Leonardtown, MD 20650  
Phone: 301-880-2740  
Fax: 301-880-2741

## ATTENTION

MCCR provides Video Remote Interpreting (VRI) services for deaf and hearing impaired customers. Please ask your Civil Rights Officer for more information.

# STATE OF MARYLAND COMMISSION ON CIVIL RIGHTS

# Employment Discrimination *is Unlawful*



[www.mccr.maryland.gov](http://www.mccr.maryland.gov)  
[Facebook.com/MDCivilRights](https://www.facebook.com/MDCivilRights)  
[@MDCivilRights](https://twitter.com/MDCivilRights)



## How Does The Law Protect Me?

Every Marylander is guaranteed equal opportunity in receiving employment and in all labor management-union relations regardless of race, sex, age, national origin, religion, physical or mental disability, color, marital status, sexual orientation, gender identity, or genetic information.



### Employment Discrimination

*"It is the policy of the State, in the exercise of its police power for the protection of the public safety, public health, and general welfare, for the maintenance of business and good government, and for the promotion of the State's trade, commerce, and manufacturers to assure all persons equal opportunity in receiving employment and in all labor management-union relations, regardless of race, color, religion, ancestry or national origin, sex, age, marital status, sexual orientation, gender identity, or disability unrelated in nature and extent so as to reasonably preclude the performance of the employment; and to that end, to prohibit discrimination in employment by any person."*

*State Government Article, §20-602, Annotated Code of Maryland*

### What Am I Protected From?

You are protected from unlawful discrimination in the following employment-related practices:

- Employers cannot discriminate in recruiting, 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.

MCCR also investigates allegations of and protects employees from harassment by colleagues and superiors.



### Pregnant & Working?

If you are pregnant, you have a legal right to request a reasonable workplace accommodation if your pregnancy causes or contributes to a disability and the accommodation does not impose an undue hardship on your employer.

*State Government Article, §20-609(b)*

The law lists an assortment of options for both you and your employer to consider in order to comply with such a request. These include, but are not limited to:

- Changing job duties.
- Changing work hours.
- Relocation.
- Providing mechanical or electrical aids.
- Transfer to less strenuous or less hazardous positions.
- Providing leave.

*State Government Article, §20-609(d)*

Every situation is different. An employer is permitted to request certification from your health care provider regarding the medical advisability of a reasonable accommodation, but only to the same extent certification is required for other temporary disabilities. If required, the certification must include:

- Date a reasonable accommodation is medically advisable.
- Probable duration of the accommodation.
- Explanation as to the medical advisability of the reasonable accommodation.

*State Government Article, §20-609(f)*

