



State of Maryland  
Commission  
on Civil Rights

2024 ANNUAL REPORT

**TURNING CHALLENGES INTO OPPORTUNITIES**

# EMPOWERING CHANGE FOR ALL

Wes Moore, Governor  
Aruna Miller, Lt. Governor  
Cleveland L. Horton II, Executive Director  
Stephanie Suerth, MPA, CCEP, Commission Chair

**“THIS IS A PROUD TRIUMPH.  
YET THOSE WHO FOUNDED OUR  
COUNTRY KNEW THAT FREEDOM  
WOULD BE SECURE ONLY IF EACH  
GENERATION FOUGHT TO RENEW  
AND ENLARGE ITS MEANING.”**

## **LYNDON B. JOHNSON**

36th President of the United States, on signing the Civil Rights Act of 1964. 2024 marked the 60th anniversary for this landmark legislation.



An estimated 250,000 demonstrators from across the country attended the March on Washington for Jobs and Freedom on August 28, 1963. Collective action by Americans seeking justice and opportunities for all was a driving force in the passage of the Civil Rights Act of 1964 and the Voting Rights Act of 1965.



Photo from The Library of Congress Prints and Photographs Division



## STATE OF MARYLAND COMMISSION ON CIVIL RIGHTS

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

**The Honorable  
Wes Moore**  
*Governor,  
State of Maryland*  
State House,  
100 State Circle  
Annapolis, MD 21401

**The Honorable  
Bill Ferguson**  
*President,  
Maryland State Senate*  
State House H-107,  
100 State Circle  
Annapolis, MD 21401

**The Honorable  
Adrienne A. Jones**  
*Speaker, Maryland  
House of Delegates*  
State House H-101,  
100 State Circle  
Annapolis, MD 21401

**January 1, 2025**

**Governor Moore, Senate President Ferguson, and Speaker Jones,**

In accordance with §20-207(c) of the State Government Article, Annotated Code of Maryland, we hereby submit to you the Annual Report of the State of Maryland Commission on Civil Rights (MCCR) for Fiscal Year 2024.

As we reflect on the year behind us, we should be inspired and motivated by both the challenges we have faced and the resilience that continues to define our communities. We find ourselves in extraordinary times, a period where our shared values of equity, inclusion, and justice are being tested daily. Across the nation and here in Maryland, we have seen an alarming rise in acts of hate and discrimination. These acts do not merely target individuals or isolated groups; they represent an attack on the very essence of humanity. This is not an issue relegated to select communities—it is a challenge that affects us all and calls for a united response.

At the Maryland Commission on Civil Rights, we are unwavering in our mission to protect and advance civil rights for all Marylanders. Even as we navigate these turbulent times, our commitment to this mission has not wavered. If anything, the urgency of our work has deepened. We recognize that now, more than ever, it is essential to hold ourselves and others to a higher level of accountability. As a state, as a community, and as individuals, we must be steadfast in our pursuit of equity and justice, ensuring that every person is treated with dignity, respect, and fairness.

This year, MCCR has embraced the challenge of responding to an evolving landscape of civil rights issues. Through strategic collaborations, we have strengthened our partnerships with state agencies, community organizations, advocacy groups, and local leaders. These partnerships are not just tools for addressing discrimination; they are lifelines for fostering hope, empowering communities, and ensuring that progress is made in a way that is sustainable and meaningful.

While the rise in hate may seem overwhelming, it is crucial to remember that these moments of darkness can be met with light. They remind us that change begins with each of us—when we

**OFFICERS****Cleveland L. Horton II,***Executive Director***Nicolette Young, Assistant Director****Glendora C. Hughes, General Counsel****Candice Gray,***Education & Outreach Director***Wes Moore***Governor***Aruna Miller***Lt. Governor***Stephanie Suerth, MPA, CCEP***Commission Chair***Janssen E. Evelyn, Esq.***Commission Vice Chair***COMMISSIONERS**

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speak out against injustice, when we educate ourselves and others, and when we act to ensure that inclusion and equity are not just ideals but realities. This is not the work of a single agency or a select few; it is a shared responsibility that requires the courage, compassion, and commitment of all Marylanders.

The stories and data contained in this annual report tell a powerful story. They speak of resilience in the face of adversity, of innovation in confronting challenges, and of the enduring impact of collaboration. They highlight the individuals and organizations that have stood alongside MCCR in this critical work, reminding us that progress is possible when we come together.

As we look to the future, let us remember that the fight for civil rights is not a sprint; it is a marathon. It is work that demands persistence, patience, and an unyielding belief in the principles of justice and equality. At MCCR, we remain steadfast in our commitment to this cause. Together, with the support of our partners and the people of Maryland, we will continue to break down barriers, confront inequities, and build a more inclusive future.

Thank you for your continued support, partnership, and trust. It is through our collective efforts that we can ensure Maryland remains a place where all people, regardless of their background or identity, have the opportunity to live with dignity and hope.

**Respectfully submitted,**

Stephanie Suerth, MPA, CCEP  
**COMMISSION CHAIR**



Cleveland L. Horton II  
**EXECUTIVE DIRECTOR**

# EMPOWERING CHANGE



**FOR ALL**

**In recent years, a national movement has been underway to erode many hard-won civil rights protections, and we expect those efforts to continue as the country enters a new era. Yet over the past year, the State of Maryland has expanded its protections in pursuit of our vision of a state free from any trace of unlawful discrimination. Highlights include:**

- The passage of legislation adding military status as a protected class in the employment and housing sections of Maryland's anti-discrimination laws.
  - Following more than a decade of advocacy in Annapolis, the public accommodation anti-discrimination section of the code was finally updated to allow a victim of unlawful discrimination to receive meaningful monetary relief. Previously, if a place of public accommodation was found to have been in violation of the law, a civil penalty could be assessed, which would be payable to the State's General Fund. This stood in contrast to the monetary relief available to victims of unlawful discrimination in the employment and housing sections of the law. The language of the new law changes the "civil penalty" into "monetary relief" available to victims, under circumstances consistent with remedies available throughout Title 20.
- In the past year, MCCR has worked to improve the way we serve our communities in a few key ways. For example:
- In order to improve transparency and facilitate better communication between the parties to a complaint, we now share certain information collected during an investigation with all parties.
  - We are also rebuilding our alternative dispute resolution program by providing robust mediation training to our investigative staff. This adds mediation as another tool to help investigators in their work to reach administrative resolutions to complaints of unlawful discrimination.
- In the coming years, we must remain steadfast in working to prevent further efforts to deprive us of the civil rights we've fought so hard to win. Our success depends on our communities joining together and advocating for continued progress in our efforts to fight discrimination in all forms.

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# LEADING THE CHARGE FOR EQUITY IN MARYLAND FOR NEARLY 100 YEARS

## MARYLAND COMMISSION ON CIVIL RIGHTS



Maryland laws amended to ban:

- housing discrimination based on marital status and sex;
- certain employment practices and housing discrimination against people with mental or physical disabilities;

Permitted for the first time since being established in 1968 as the Maryland Commission on Human Relations to seek certain types of court relief in order to preserve the status of parties or prevent irreparable harm.

Gains increased independence and autonomy in operations and is empowered to award monetary relief to the victims of employment discrimination.

1974

- discriminatory practices in public accommodations, employment and housing due to marital status or physical or mental handicap.

1975

Chapter 333 of 1975 makes it lawful for employers to set standards for employee dress and grooming that relate directly to the nature of the employment.

1977

Chapter 907 of 1977 requires employers to treat disabilities related to pregnancy or childbirth in the same manner as other disabilities.

Vested with the authority to enforce Maryland's anti-discrimination laws in employment, housing and public accommodation on the basis of gender identity.



Launches the Western Maryland Advisory Council (WMAC) to serve Allegany, Frederick, Garrett and Washington counties.

2014

Maryland passes the Fairness to All Marylanders Act of 2014 (Chapter 474 of 2014), codifying more than a decade of actions that established gender identity as a protected class.

2015

Interns are protected from discrimination and harassment at their place of internship (Chapter 43 of 2015).



2018



# MCCR'S ACTIVITIES

- Investigate complaints of unlawful discrimination in employment, housing, public accommodations, state contracts, health services, and commercial leasing because of race, color, religion or creed, sex, age, ancestry or national origin, marital status, physical or mental disability, sexual orientation, gender identity, genetic information (employment only), familial status (housing only), source of income (housing only), and/or military status (employment and housing only).
- Promote awareness and understanding of Maryland's anti-discrimination laws.
- Help to promote and improve civil rights within the state by working with employers to develop bias-free selection, hiring, retention, promotion and contracting procedures; advocating equal housing opportunities for all groups; and working to advance equal access to public accommodations and services.



## 1999

Governor Parris N. Glendonning is the first sitting governor to advocate for **banning discrimination on the basis of sexual orientation**.



## 2001

**Protections against discrimination on the basis of sexual orientation** codified with Chapter 340 of 2001.

## 2011

Name changed to the **Maryland Commission on Civil Rights** to reflect the anti-discrimination work through enforcement of the state's anti-discrimination laws, as well as through public outreach and education (Chapter 580 of 2011).



## 2013

**Pregnant employees gain the legal right to request a reasonable accommodation** at work (Chapters 547 and 548 of 2013).

**The Crown Act** passes (Chapters 473 and 474 of 2020) identifying discrimination based on an applicant's or employee's hair texture, style or protective hairstyle as a type of race discrimination under existing Maryland EEO law.



## 2021

**Kamala Harris** sworn in as the first woman and first woman of color to serve as Vice President. President Joe Biden's diverse cabinet includes the Pete Buttigieg, the first openly gay U.S. cabinet secretary, and Deb Haaland, the first Native American U.S. cabinet secretary.

**Juneteenth** designated a **Federal holiday**, honoring the date when the last slaves to receive the news learned of the end to slavery in the U.S., June 19, 1865, in Galveston Bay, Texas.



## 2020

**The Housing Opportunities Made Equal Act** adds "source of income" as a protected class under Maryland's Fair Housing law (Chapters 116 and 117 of 2020).

**Maryland Police Accountability Act of 2021** puts Maryland in the lead in enacting comprehensive police reform in the state.

# 2023–2024 THE WORK CONTINUES

**Wes Moore** becomes Maryland’s first African American Governor and Aruna Miller, who emigrated from India at age 7, becoming a U.S. citizen in 2000, is the first immigrant to be elected to the post of Lieutenant Governor in the U.S. and the first Asian American elected to statewide office in Maryland.



The Maryland General Assembly passed a bill establishing the **Maryland Commission on Hate Crime Response and Prevention** (Chapter 773 of 2023), and authorized the Attorney General to investigate, prosecute, and remediate certain civil rights violations under certain circumstances (Governor - Chapter 629).

**JANUARY  
2023**



**APRIL  
2023**

The Maryland General Assembly approves a measure prohibiting a person from discriminating in the sale or rental of, or otherwise making unavailable or denying, a dwelling to an **individual with a disability** who has, obtains, or retains a certain **service dog**. (Chapter 212 of 2023).

**MAY  
2023**



**“STUDYING HISTORY ISN’T JUST ABOUT KNOWING WHAT HAPPENED IN THE PAST. IT’S ABOUT KNOWING OUR POWER IN THE PRESENT. THAT’S WHAT MARYLAND’S [2024] YEAR OF CIVIL RIGHTS IS ABOUT.”**

**GOVERNOR WES MOORE**



**Military status** added as a protected class to **employment and housing anti-discrimination laws.** (Chapters 322 & 323 of 2024)



**JUNE  
2023**

The U.S. Supreme Court rules that colleges and universities can **no longer take race into consideration** as a specific basis for granting admission, a landmark decision overturning longstanding precedent that has benefited Black and Latino students in higher education.

**OCTOBER  
2024**

**Public accommodation anti-discrimination law** updated to make **victims of unlawful discrimination eligible to receive monetary relief.** Previously, monies paid were classified as civil penalties, paid to the State's General Fund with no monetary relief/damages available to a victim. (Chapter 344 of 2024)



# OUR

# FOCUS



**The Maryland Commission on Civil Rights (MCCR) is an independent state agency serving individuals, businesses and communities throughout Maryland. MCCR is governed by a nine-member Commission appointed by the Governor and confirmed by the Maryland State Senate to serve six-year terms. The Commission meets once a month to set policy and review programmatic initiatives.**

**MCCR's mandate is to ensure equal opportunity through enforcement of Title 20 of the State Government Article, Title 19 of the State Finance & Procurement Article, and Title 19 of the Health-General Article, Annotated Code of Maryland.**

**Since 1968, the Commission has had authority to administer and enforce the Maryland Public Accommodations Law, the Discrimination in Housing Law and the Fair Employment Practices Law. To achieve this, MCCR has a deferral relationship and funding provided by the Equal Employment Opportunity Commission and the U. S. Department of Housing & Urban Development.**

#### **OUR MISSION**

is to ensure opportunity for all through the enforcement of Maryland's laws against discrimination in employment, housing, public accommodations, state contracts, health services, and commercial leasing; to provide educational outreach services related to provisions of this law; and to promote and improve civil rights in Maryland.

#### **OUR VISION**

is to have a state that is free from any trace of unlawful discrimination.

#### **OUR CORE VALUES**

These core values are the ideals and principles that are the heartbeat of this organization and drive the delivery of all of our services and initiatives.

- **Respect** - We value one another's differences and varied roles with humility and sensitivity, where all people, perspectives, and positions are heard and valued.
- **Integrity** - We are committed to the public and each other's ethical behavior that reflects and works for the betterment of the laws we enforce.
- **Effective Communication** - We promote an inclusive culture of open communication, promoting meaningful and successful interactions.

# CASE

# PROCESSING



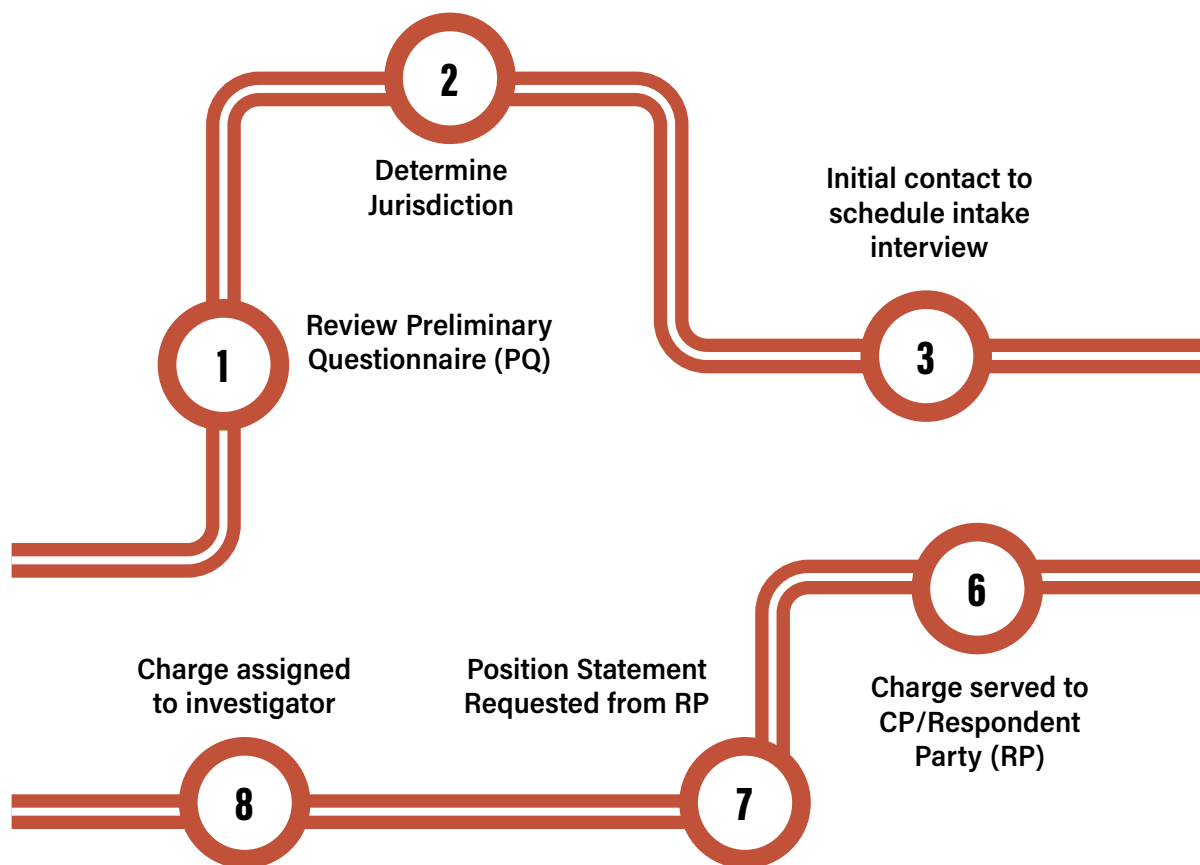
# DEPARTMENT

**MCCR's Case Processing Department investigates complaints in the areas of employment, housing, public accommodations state contracts, health services, and commercial leasing. Our mandate is to protect against discrimination in employment, housing, public accommodations, state contracts, health services, and commercial leasing because of race, color, religion or creed, sex, age, ancestry or national origin, marital status, physical or mental disability, sexual orientation, gender identity, genetic information (employment only), familial status (housing only), source of income (housing only), and/or military status (employment and housing only).**

MCCR receives complaints directly from individuals who believe they have been victims of unlawful discrimination and collaborates

with the Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing & Urban Development (HUD).

## INTAKE PROCESS



## HOW TO FILE A CASE

Anyone who wishes to file a complaint with MCCR alleging unlawful discrimination in violation of Title 20 of the State Government Article, Title 19 of the State Finance & Procurement Article, or Title 19 of the Health-General Article should:

Complete an [online inquiry form](#) on the MCCR website. Those needing assistance can contact MCCR by telephone, e-mail, fax or mail to begin the process of filing a complaint.



If no contact, send  
10-day letter

3A

3B

Abort

Interview conducted,  
charge drafted

4

Charge sent to  
Complainant Party  
(CP) for signature

5

5A

No signature -  
Abort

#### TOTAL INQUIRIES

1,761

FY2024

1,900

FY2023

#### TOTAL CHARGES TAKEN

676

FY2024

661

FY2023

#### TOTAL INTAKE ABORTS

700

FY2024

462

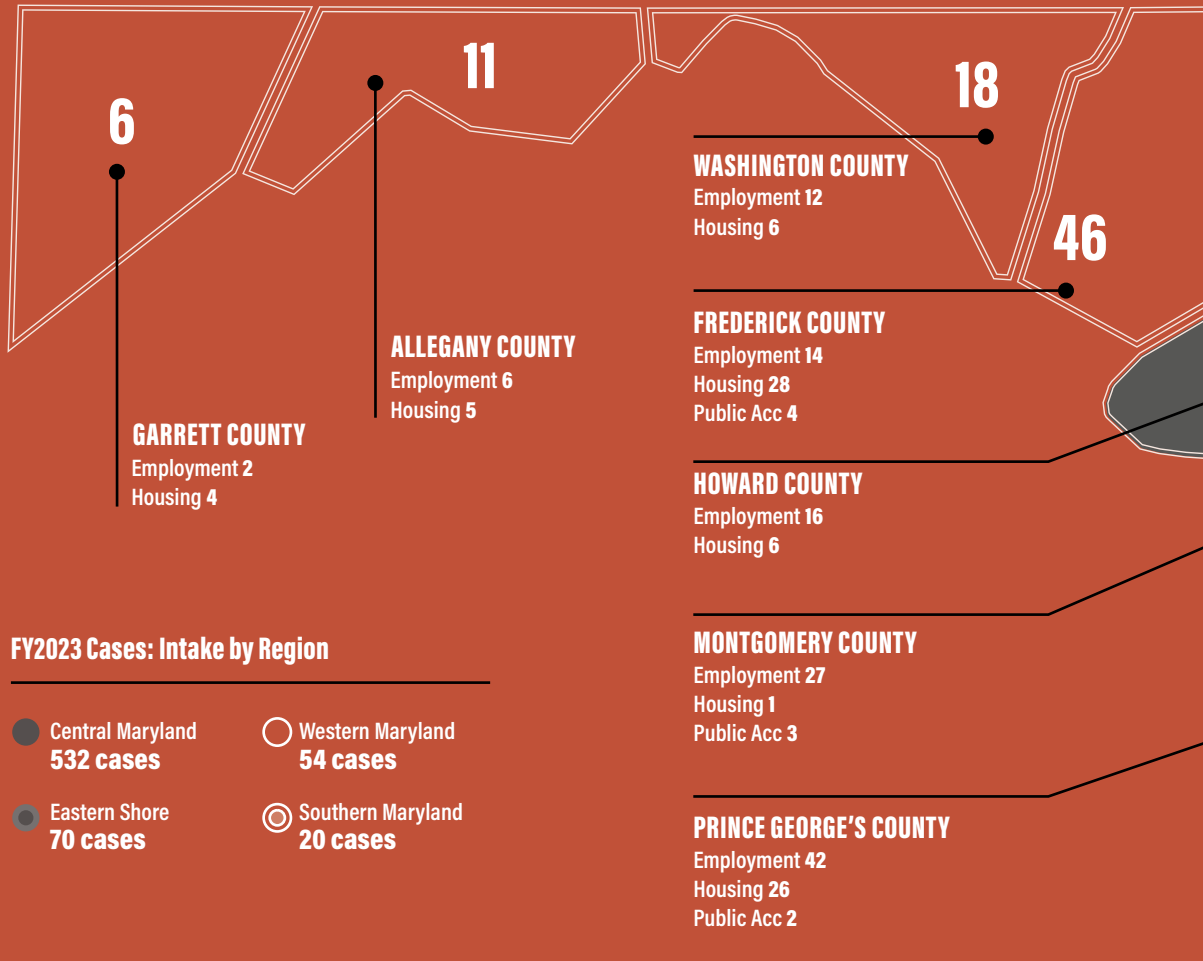
FY2023

Follow this timetable from the date of an alleged incident of  
unlawful discrimination for filing a complaint with MCCR:

- Employment - within 300 days
- Housing - within 1 year
- Public accommodation, health services, and commercial leasing - within 6 months
- State contracts - within 4 years

Learn more or file a complaint  
online at [mccr.maryland.gov/  
Pages/Intake.aspx](https://mccr.maryland.gov/Pages/Intake.aspx)

# SERVING ALL OF MARYLAND | FY2024 CASES: BY REGION & COUNTY

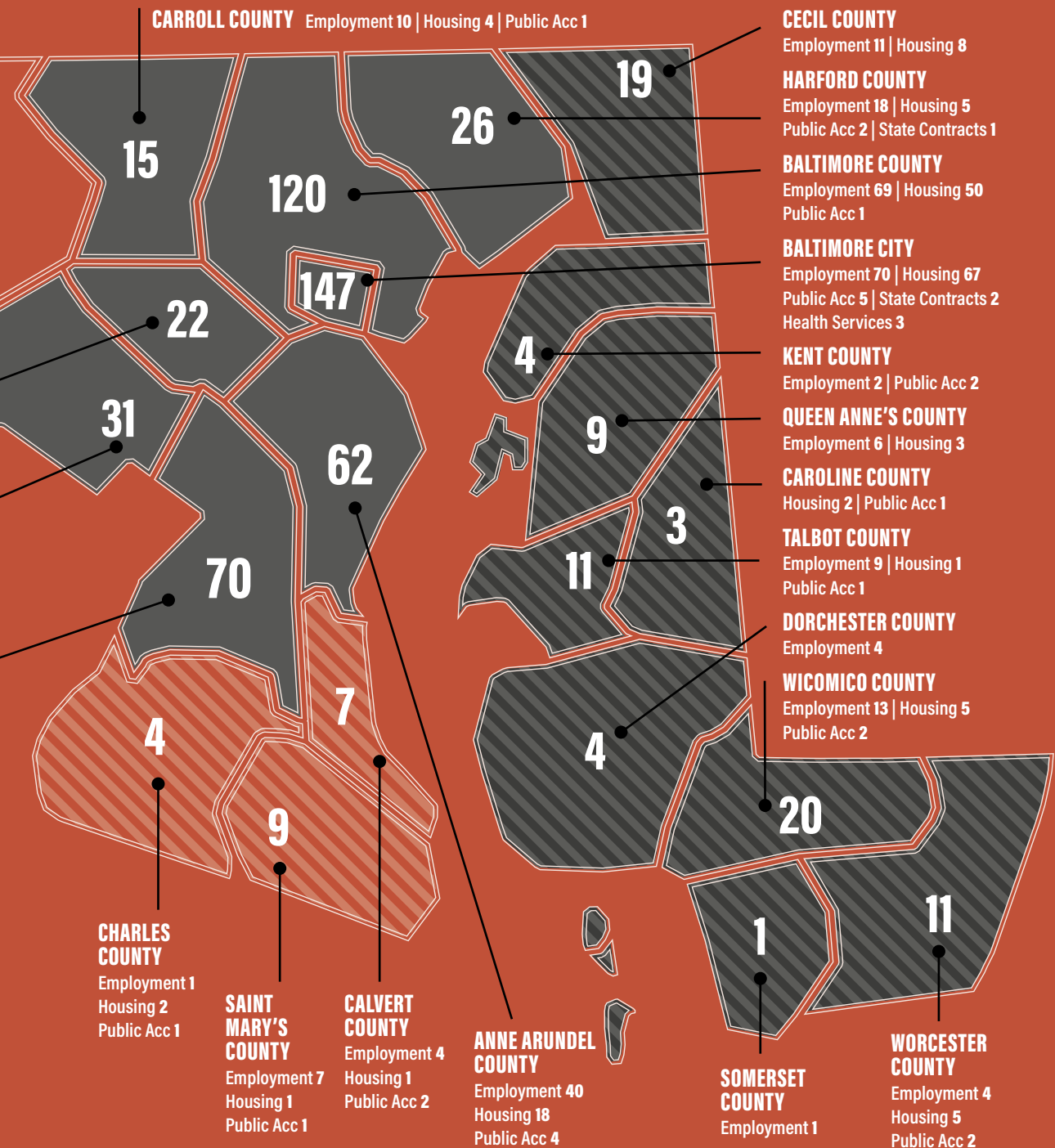


## FY2023 Cases: Intake by Region

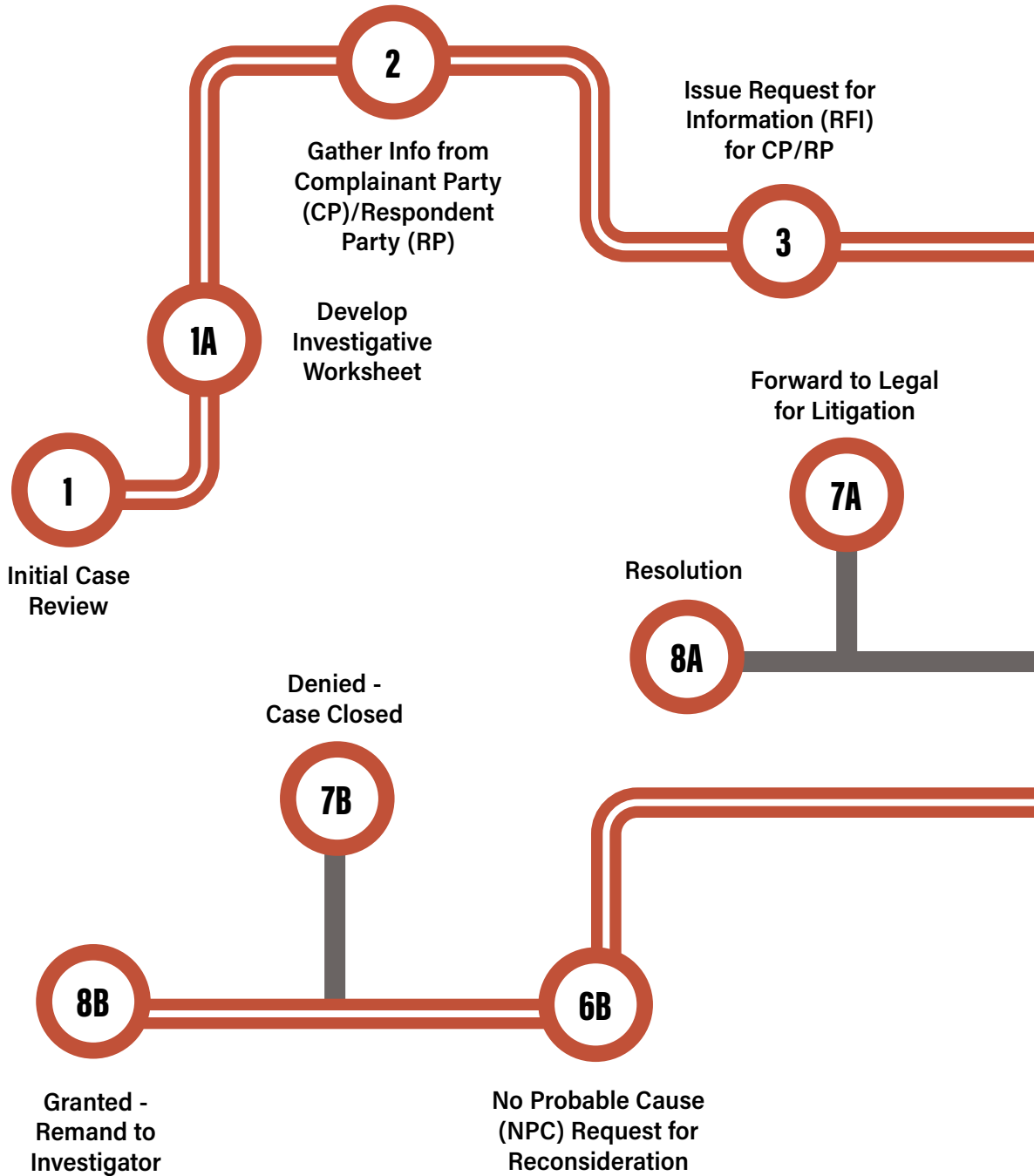
- Central Maryland **532 cases**
- Western Maryland **54 cases**
- Eastern Shore **70 cases**
- Southern Maryland **20 cases**

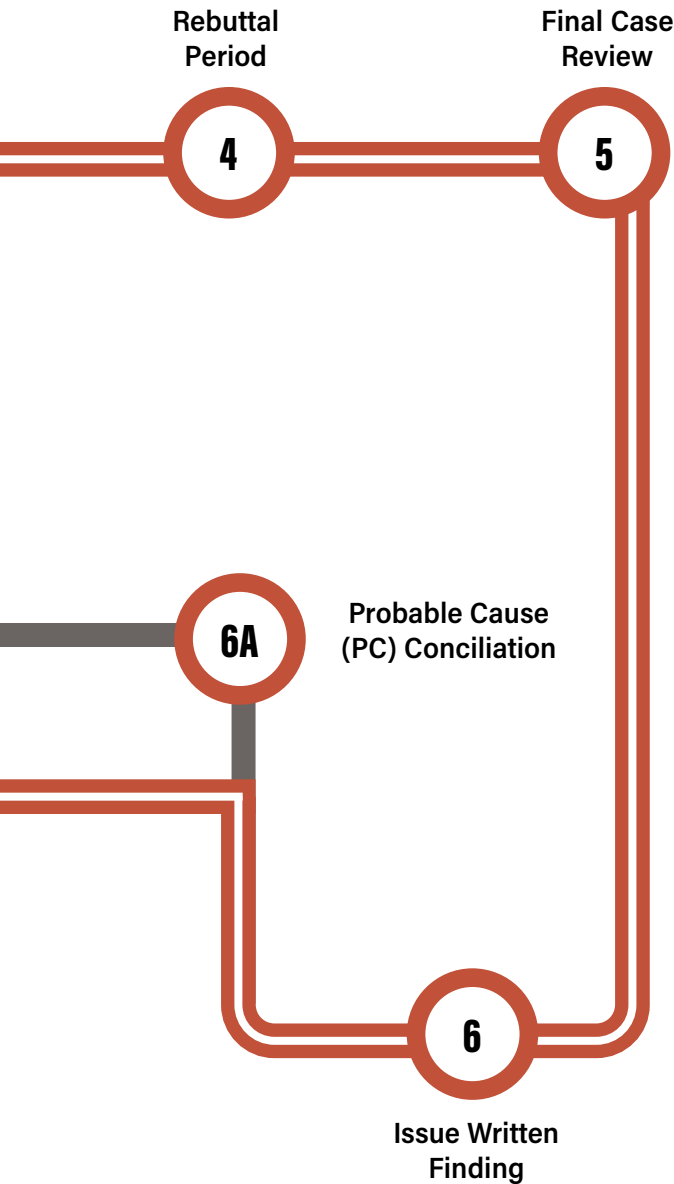
# 676 TOTAL CASES RECEIVED FOR INVESTIGATION

|            |            |                      |                 |                 |
|------------|------------|----------------------|-----------------|-----------------|
| <b>388</b> | <b>247</b> | <b>35</b>            | <b>3</b>        | <b>3</b>        |
| EMPLOYMENT | HOUSING    | PUBLIC ACCOMMODATION | STATE CONTRACTS | HEALTH SERVICES |



# INVESTIGATIVE PROCESS FROM INTAKE TO CLOSURE





## Total Case Closures

**781**

FY2024

**546**

Employment

**179**

Housing

**54**

Public Accommodation

**2**

State Contracts

**661**

FY2023

**442**

**167**

**46**

**6**

## Type of Closure

**484**

No Probable Cause

**138**

Administrative Closure

**97**

Withdrawn with Benefits

**59**

Settlements

**2**

Probable Cause

**1**

Successful Conciliation

**0**

Unsuccessful Conciliation

## Monetary Relief

**\$1,444,455**

FY2024

**\$1,265,249**

Employment

**\$138,582**

Housing

**\$40,624**

Public Accommodation

**\$1,087,732**

FY2023

**\$853,387**

Employment

**\$228,518**

Housing

**\$5,827**

Public Accommodation

## CASE PROCESSING DEPARTMENT

# EMPLOYMENT

Employment discrimination cases account for 70% of MCCR's total cases. In 2024, the number of retaliation inquiries fell for the first time since a sharp rise in 2021, with the agency receiving a total of 850 different retaliation inquiries in 2024 as compared to 919 in 2023. Fear of retaliation continues to have a chilling effect on efforts to encourage reporting of employment discrimination. Since 2017, retaliation has been the #1 employment-related inquiry received by MCCR. In 2024, harassment and race replaced disability as the #2 employment-related complaint, and disability fell to #3.

### CASES TRANSFERRED

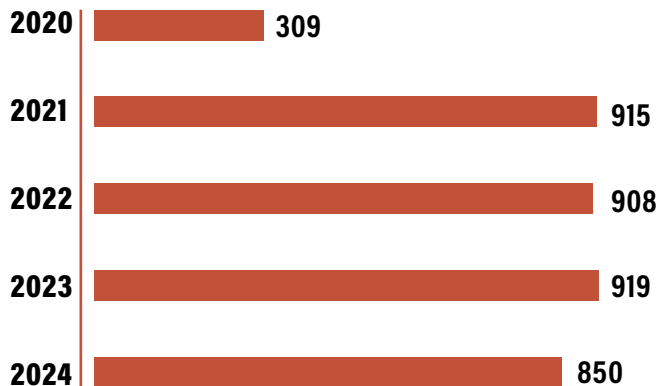
# 2

to EEOC

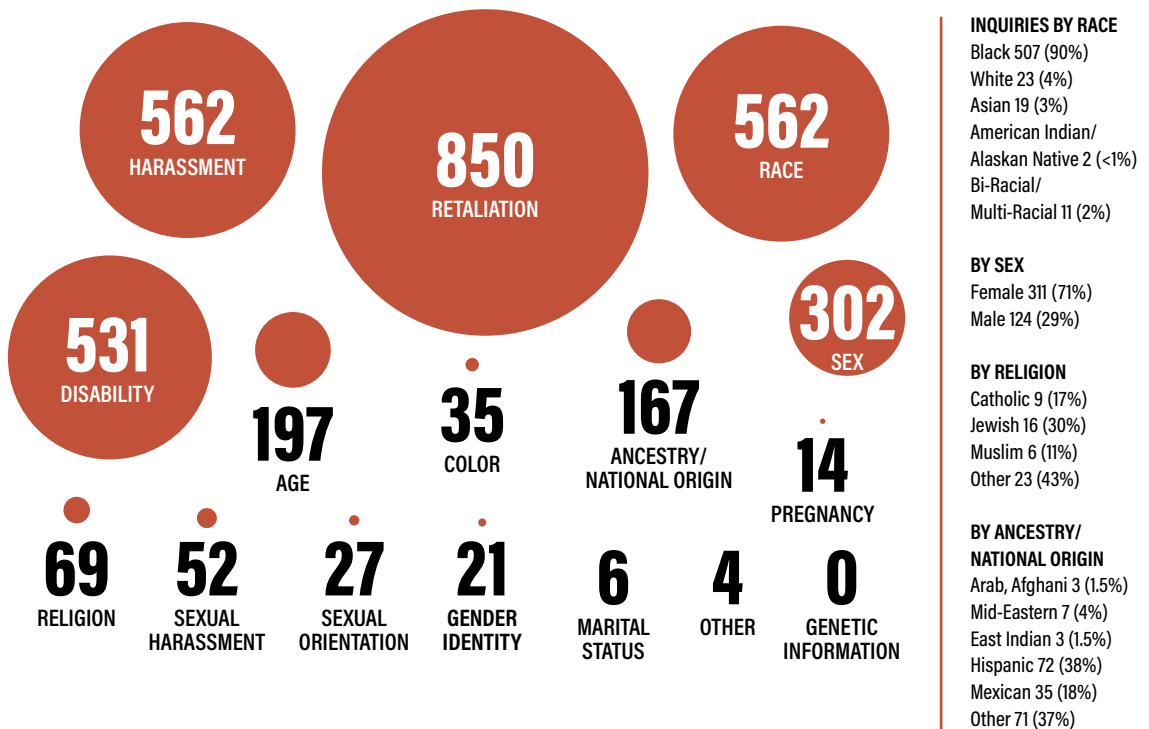
# 355

from EEOC

### RETALIATION INQUIRIES



## Breakdown of Employment Inquiries, FY2024



## Case Studies: Employment Discrimination

### Based on Race, Disability, and Retaliation

*Anne Arundel County*

An employee of an online streaming service was laid off after she complained that her supervisor had made insensitive comments about the mass shooting of people of color in Buffalo, New York. She believed that her age (29) and race (African American) were factors in her layoff. MCCR met with all parties and held a Predetermination Settlement conference. Settlement negotiations stalled briefly, but the parties were encouraged to continue working towards a settlement after additional information gathered by our investigator supported a Probable Cause finding. MCCR facilitated communication between the parties, and the complaint was resolved with a \$250,000 settlement.

### Sex, Sexual Harassment, and Gender Identity

*Montgomery County*

A housekeeper asserted that she had been harassed by coworkers after they learned that she identified as transgender. When she reported this behavior to the Respondent, her employer, the harassment was not addressed, and in fact worsened. Coworkers began disclosing her transgender status to other employees without her knowledge or consent. She had not disclosed her status to anyone at her place of employment because she intended to keep it private and confidential. The Respondent failed to take any corrective action after multiple reports of this behavior. During the investigation, the parties reached an agreement to settle the matter for \$35,000.

### Based on Disability and Retaliation

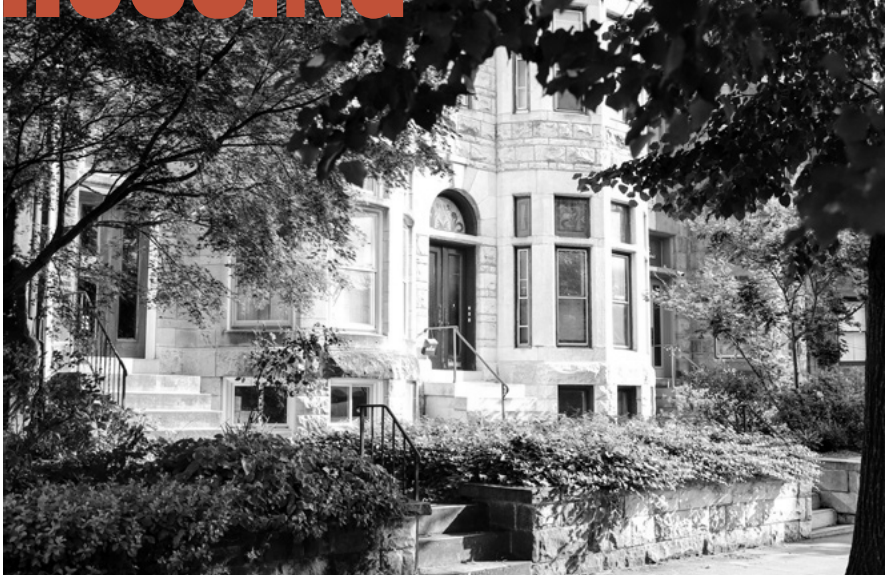
*Prince George's County*

An employee requested a reasonable accommodation based on her claim that her disability prevented her from working onsite during the week. She had asked to telework full-time as a way to remain productive in her position. She filed a complaint of discrimination after this request was denied. Through the Commission's investigation, we were able to get both sides to conciliate the case. The Respondent and Complainant agreed to end her employment, and the Respondent agreed to provide a monetary settlement of \$36,875, the equivalent of three months' pay during the Complainant's tenure.

## CASE PROCESSING DEPARTMENT

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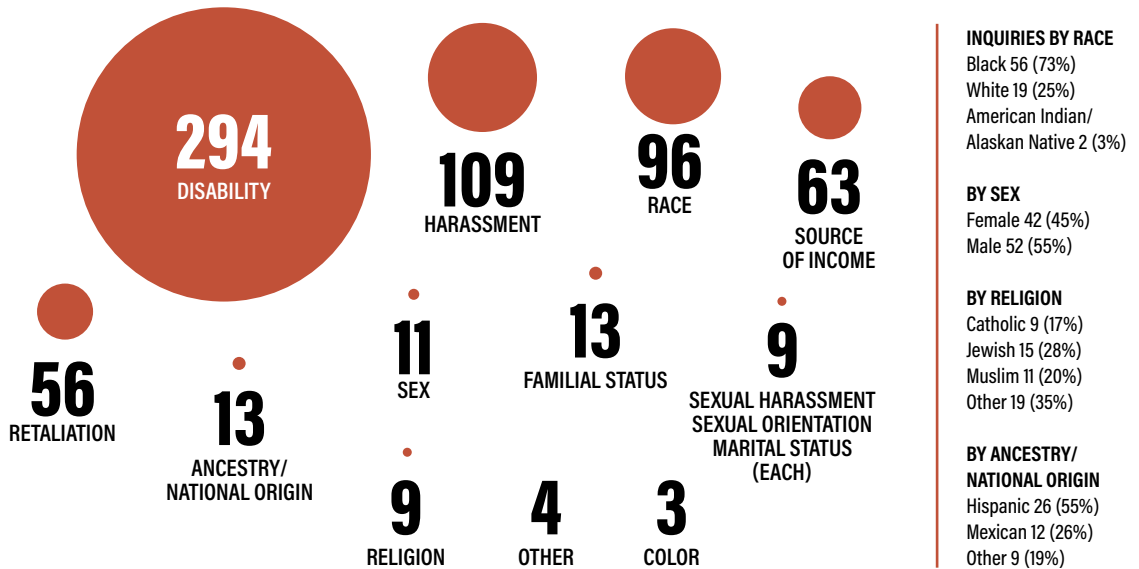
# HOUSING



**For 2024, the housing closure number continued to rise, reaching the highest level the Commission has achieved in the past four years, and MCCR continues to lead HUD Region III in case closures. Although there was an increase in the number of housing discrimination inquiries made in FY2024, MCCR remains concerned that its typical annual caseload of housing discrimination cases is an inappropriately low level of reporting based on the State's population of 6 million residents. Through targeted outreach, we have actively worked to educate the public about their rights and about MCCR's role in investigating housing discrimination complaints. Disability complaints related to accessibility remained the #1 type of complaint, followed by harassment.**



## Breakdown of Housing Inquiries, FY2024



## Case Studies: Housing Discrimination

### Based on Source of Income

#### *Prince Georges County*

A prospective tenant met the minimum qualifications for rental at an apartment complex. She had a housing voucher that covered 70% of her rent, and her Social Security benefits covered the remainder. When she submitted her rental application with this information, she was told that the application would not be processed because they did not accept housing vouchers, with no other reason offered. MCCR negotiated a Pre-Determination Settlement Agreement which included fair housing training for the Respondent's employees, display of fair housing posters in rental offices, and a monetary settlement of \$7,000 for the Complainant.

### Based on Race and National Origin

#### *Calvert County*

The Complainant alleged discrimination by the Respondent and property management staff. The tenant alleged that, based on their identified races, non-Black tenants were receiving more favorable treatment by maintenance staff, being charged lower rents than African American tenants, and not being summoned to court for fabricated rental charges. During the interview process, both parties agreed to participate in conciliation to seek a mutually agreeable settlement. That process resulted in a settlement in the form of credit for the outstanding balance due at lease termination in the amount of \$1,141.87.

### Based on Disability

#### *Prince George's County*

A prospective tenant who needed an Emotional Support Animal (ESA) applied for a rental unit that she was qualified for. During the final walkthrough before she was to occupy the unit, the Respondents told her they were denying her tenancy because of her ESA. MCCR's investigation determined that the Respondents had been aware of the Complainant's disability-related need for an ESA, and that they admitted to using the ESA as a reason to deny her tenancy. In the Pre-Determination Settlement Agreement, the Complainant was awarded \$7,000, and the Respondents were required to provide public interest relief in the form of fair housing training for staff, displaying a fair housing poster in rental offices, and adopting a policy and procedures for responding to potential tenants' emotional support animals.

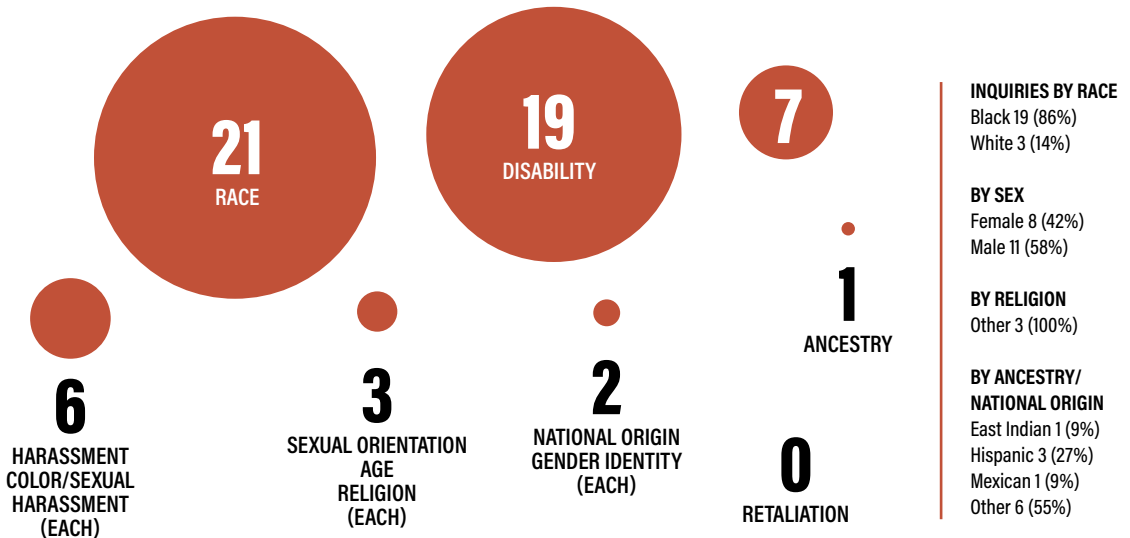
**CASE PROCESSING DEPARTMENT**

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**PUBLIC****ACCOMMODATION**

**Inquiries of discrimination against an owner or operator of a place of public accommodation slightly rose in 2024 as a percentage of MCCR's total caseload. In a break from previous years, race replaced disability as the #1 reported protected class for public accommodation complaints in 2024, while disability was #2.**

## Breakdown of Public Accommodation Inquiries, FY2024



## Case Studies: Public Accommodation Discrimination

### Based on Race and Sexual Orientation

#### *Frederick County*

When the Complainant and his partner dropped off their car for service at the Respondent's auto repair facility, a service technician made an offensive comment about their appearance, and then failed to service their vehicle, which was left at the facility for several hours. MCCR's investigation confirmed these facts and our team negotiated a Pre-Determination Settlement Agreement that included \$2,500 awarded to the complainant.

### Based on Disability

#### *Calvert County*

Upon receiving disability-related medications which had been ordered by her physician by email, the Complainant was alerted that one prescription was seven pills short, and the second was the wrong strength. She contacted the pharmacist to inquire about returning the incorrect medications and was told they could not accept returned medications. Later, the same pharmacy informed her that if she did not return the original medications, she would no longer be allowed to use that pharmacy in the future. MCCR negotiated a Pre-Determination Settlement Agreement which included monetary relief of \$1,250 to the Complainant and customer service and diversity sensitivity training for all staff and managers at the pharmacy.

### Based on Disability

#### *Baltimore County*

Upon arriving at a local mall to visit the food court, the Complainant discovered that the mall's disabled parking spaces had been replaced by electric vehicle charging stations. The nearest parking spaces for disabled patrons were over 100 feet father away from the entrance to the food court. Following MCCR's investigation and unsuccessful attempts to encourage the Respondent to voluntarily make corrective action, a Written Finding of Probable Cause was issued, and conciliation efforts began. Conciliation is the last administrative attempt to resolve a complaint before an action is filed in court. Eventually, the parties successfully conciliated the matter. In addition to restoring parking spaces for disabled patrons, the mall also addressed slope issues that presented additional accessibility problems.

## CASE PROCESSING DEPARTMENT

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# HEALTH CARE, COMMERCIAL LEASING, AND STATE CONTRACTS

In FY2024, sex and race were the leading protected class complaints in commercial leasing discrimination. Sex, race, and national origin were the leading protected class complaints in health care. Race and sex were the leading protected classes in state contracts.

Health-General Article, §19-355 (c) and (d), Annotated Code of Maryland, prohibits a hospital or related institution from discriminating in the provision of medical care because of an individual's race, color, religion, sex, age, national origin, marital status, sexual orientation, gender identity, or disability.

State Government Article, §20-501, Annotated Code of Maryland, prohibits an owner or operator of commercial property, an agent or employee of the owner or operator of commercial property, or a person that is licensed or regulated by the State from discriminating against an individual in the terms, conditions, or privileges of the leasing of property for commercial use, or in the provision of services or facilities in connection with the leasing of property for commercial use, because of the individual's race, color, religion, sex, age, disability, marital status, sexual orientation, gender identity, or national origin.

State Finance & Procurement Article, §19-101, Annotated Code of Maryland, prohibits the State of Maryland from entering into a contract with any business entity that has discriminated in the solicitation, selection, hiring, or commercial treatment of vendors, suppliers, subcontractors, or commercial customers on the basis of race, color, religion, ancestry or national origin, sex, age, marital status, sexual orientation, gender identity, disability, or any otherwise unlawful use of characteristics.

### TOTAL INQUIRIES

---

# 40

FY2024

### TOTAL CHARGES TAKEN

---

# 9

FY2024

### MONETARY RELIEF

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# \$0

FY2024

**BREAKDOWN OF THE 21 COMMERCIAL LEASING INQUIRIES IN FY2024**

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**COVID-19 RELATED INQUIRIES RECEIVED IN FY2024**

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**22**

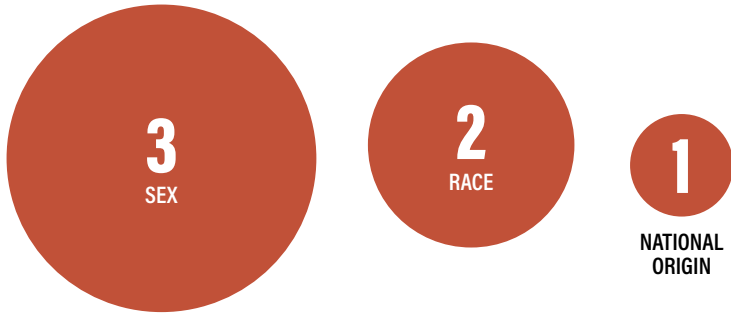
**RESULTED IN CHARGES**

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**18**

**BREAKDOWN OF THE 16 HEALTH SERVICES INQUIRIES IN FY2024**

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**BREAKDOWN OF 3 STATE CONTRACTS INQUIRIES IN FY2024**

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# OFFICE

# OF THE



# GENERAL

# COUNSEL

**The MCCR's Office of the General Counsel (OGC) is an independent legal department serving as the Commission's chief legal counsel. The OGC represents MCCR in litigation and negotiations and provides legal advice to the agency's commissioners, management and staff. In addition, the OGC manages MCCR's legislation and regulation activities—drafting bills and regulations, testifying and providing technical assistance to legislators.**

Because the OGC operates independently from the Office of the Attorney General, which represents most state agencies, OGC is able to pursue legal action in discrimination charges the Commission might bring against the State of Maryland under the state's anti-discrimination statute, Title 20 of the State Government Article.

The OGC is a member of the Maryland Equal Pay Commission and the OGC represents MCCR on the Office of the Attorney General's Commission on Hate Crime Response and Prevention. The Assistant General Counsel participates in the Maryland Volunteer Lawyers Service and the Pro Bono Resource Center.

## OFFICE OF THE GENERAL COUNSEL

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The Maryland Commission on Civil Rights' (MCCR) primary legal counsel is the Office of the General Counsel (the Office or OGC). The Office was established by the State Government Article §20-206. It is an independent legal department representing MCCR in litigation and negotiations, and provides legal advice to MCCR commissioners, managers and staff. Further, the Office provides technical subject matter assistance to federal, state, and local governments, as well as private entities, nonprofits, numerous organizations, and bar associations. The OGC also collaborates with the Office of the Attorney General's Civil Rights Division.

### FISCAL YEAR 2024 OGC TECHNICAL ASSISTANCE/OUTREACH HIGHLIGHTS

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- **Technical assistance:** Panelist for Disability Pride Month; Legal Updates for the Office of the Statewide EEO Coordinator; training on Disability & Reasonable Accommodations (in Housing, Employment, & Public Accommodations); Workplace Cannabis & the Law class taught at Towson University; training on MCCR 101 & Title 20 Legislative Update for Administrative Law Judges at the Office of Administrative Hearings.
- **Memberships:** General Counsel is a member of the Maryland State Bar Association (MSBA) Labor & Employment Law Section Council and Diversity, Equity, Inclusion & Accessibility Committee (DEIA). As a member of the DEIA Committee, the General Counsel helped draft the MSBA DEIA Plan and served on the DEIA Plan Implementation Subcommittee. The General Counsel also participated as a panelist for the MSBA Employment Law Institute and on a panel entitled "Cannabis in the Workplace" at the MSBA Legal Summit & Annual Meeting.
- **Outreach:** The General Counsel was the keynote speaker at the MSBA Leadership Academy's Affirmative Action Symposium at Bowie State University; as a panelist for the Baltimore County Bar Association's Affirmative Action Program, participated in a discussion on the Supreme Court decisions *SFFA v. UNC* and *SFFA v. Harvard* held at the University of Baltimore School of Law.
- **Trainings:** The OGC provided trainings for MCCR staff that included Legal Updates, New Employee's Orientation, Mandatory Sexual Harassment Training, and Damages & Remedies in Employment Discrimination.
- **Collaborations:** The OGC and the Statewide EEO Coordinator's Office collaborate frequently. OGC provided its annual Investigative Techniques and Legal Theories training for State Fair Practices Officers, EEO Officers, and ADA Coordinators. In addition, the OGC presented a Legal Update of new laws and court decisions recently issued to the same audience.





# SIGNIFICANT MCCR RELATED LEGISLATION FROM THE 2024 MARYLAND LEGISLATIVE SESSION

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## **HB0017/SB0274 (Chapter 90) Charter Counties Comprehensive Plans Affirmatively Furthering Fair Housing**

Alters the housing element of a charter County's comprehensive plan to include requirements for affirmatively furthering fair housing. Affirmatively furthering fair housing means taking meaningful or significant action to combat discrimination and make positive changes. The goal is to overcome patterns of segregation and to foster inclusive communities free from barriers that restrict access to housing and opportunity based on protective characteristics.

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## **HB0394/SB0540 (CH0259/CH0260) Human Relations - Commission on Civil Rights Appeal of Final Orders**

Expands the judicial review available when there is a finding of no probable cause by the MCCR by establishing that, unless otherwise specified, such a finding is a final order appealable in accordance with the Administrative Procedure Act.

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## **HB0426/SB0092 (CH0361/CH0360) Places of Public Accommodation Motion Picture Houses - Captioning**

Requires a place of public accommodation that is a motion picture house to provide access to fully operational and well-maintained "closed movie captioning" technology for the general public for each screening of a motion picture that is produced and available with closed movie captioning, as required by Title III of the federal Americans with Disabilities Act. Also sets the requirements on the availability of "open movie captioning" for capable motion pictures.

## **HB0598/SB0413 (CH0322/CH0323) Discrimination - Military Status Prohibition**

Adds "military status" as a protected class to the employment and housing anti-discrimination protections in Title 20 of the State Government Article.

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## **HB0602 (CH0131) Employment Discrimination Sexual Orientation**

Adds discrimination based on sexual orientation into existing prohibitions against workplace discrimination under the Equal Pay for Equal Work Act.

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## **SB0666 (CH0344) - Maryland Commission on Civil Rights Monetary Relief**

Updates statutory provisions that authorize MCCR to seek civil penalties if it finds that respondents have engaged in a discriminatory act regarding public accommodations or persons licensed or regulated by the Maryland Department of Labor (MDL). The bill replaces references to "civil penalties" with "monetary relief," and requires monetary relief be paid directly to the complainant (instead of the General Fund). It further defines sets of circumstances under which MCCR can seek increased monetary relief, limitations on the conditions under which MCCR can seek an order awarding monetary relief, and factors an administrative law judge must consider when determining the amount of monetary relief.

# SAMPLING OF CASES LITIGATED BY THE OFFICE OF THE GENERAL COUNSEL JULY 1, 2023, THROUGH JUNE 30, 2024

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## Valerie Burley v. Maryland Department of the Environment

Valerie Burley was an employee of the Maryland Department of the Environment (MDE) for 33 years. In 2016, while working as an MDE manager, Ms. Burley's subordinates and workplace environment became increasingly antagonistic and hostile towards her. Because of this, Ms. Burley's physician recommended that she take some time off from work under the Family Medical Leave Act (FMLA). Ms. Burley was away from the office for 12 weeks. Unfortunately, upon her scheduled return to work, MDE informed Ms. Burley that she would be required to go back to the same environment which had caused her three-month absence. Ms. Burley requested to telework as accommodation in lieu of returning to such an adverse setting. But MDE denied Ms. Burley's request. As a result, Ms. Burley felt compelled to immediately retire from the agency.

Ms. Burley would not have prematurely ended her career with the agency if it hadn't been for the toxic workplace and MDE's refusal to provide a reasonable accommodation. In response to MDE's actions, Ms. Burley filed a fair employ-

ment complaint with Maryland Commission on Civil Rights (MCCR). The Commission investigated Ms. Burley's claims and found probable cause of discrimination. As a result of the finding, MCCR's Office of the General Counsel filed a Statement of Charges against MDE with the Office of Administrative Hearings (OAH) for failing to provide a reasonable accommodation, and constructively discharging Ms. Burley.

Following a four-day public hearing, the Administrative Law Judge (ALJ) found that MDE discriminated against Ms. Burley. The ALJ awarded Ms. Burley significant monetary damages for the emotional distress she endured because of MDE's violations of the law. In addition, the ALJ granted public interest relief to the Commission on behalf of the State. For example, MDE was ordered to provide fair-employment anti-discrimination training to its 787 MDE employees and to submit a compliance report to the Commission. MDE was also mandated to conspicuously post a reasonable accommodation policy in all its offices and buildings across the State of Maryland.

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## Petition of Arnetta Jeffries for Judicial Review of the Decision of Maryland Commission on Civil Rights

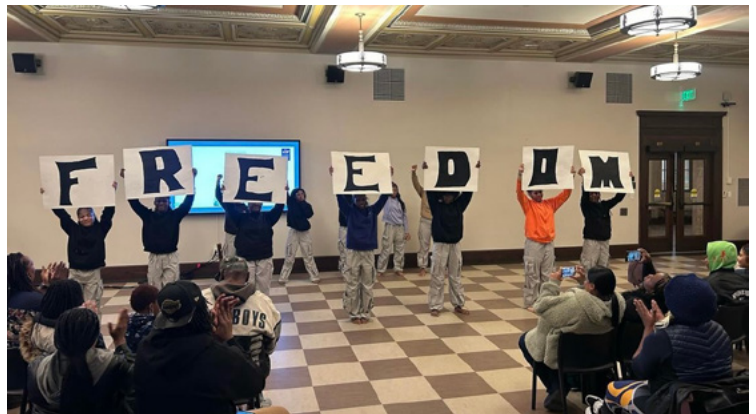
Ms. Arnetta Jeffries filed a fair housing complaint with the Maryland Commission on Civil Rights (the Commission) alleging that based on her disability, she was refused a reasonable accommodation by her apartment complex. The Commission investigated Ms. Jeffries' allegations by interviewing witnesses and reviewing documents. Ultimately, the Commission issued its written finding of no probable cause of discrimination. Ms. Jeffries requested that the Commission reconsider its finding. The Commission's Deputy Director denied Ms. Jeffries' Request for Reconsideration.

Ms. Jeffries exercised her due process appeal rights. She challenged the final order of the Commission by filing a Petition for Judicial Review in the Circuit Court for Baltimore City. In response, the Commission filed a Motion to Dismiss Petition. The Commission argued to the court that the agency's decision of no probable cause of discrimination was correct. Following a hearing in circuit court, involving Ms. Jeffries, the Commission, and the attorney for the apartment complex, the Circuit Court judge ruled in favor of the Commission and the apartment complex. The Court dismissed Ms. Jeffries' Petition, ending the case.

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# MCCR – RESPECT, INTEGRITY, AND EFFECTIVE COMMUNICATION IN ACTION





# EDUCATION & OUTREACH



**MCCR's Education & Outreach Unit (E&O) develops and offers educational materials, resources, and support to businesses, state and local government agencies, nonprofit and community organizations, faith groups, academic institutions, and the citizens of Maryland. Each training workshop is an opportunity to reach out to audiences and educate them about the agency and their rights.**

The E&O Unit's outreach services focus on educating the public on their civil rights and responsibilities under the law. Outreach activities include attending public events statewide; publicizing our educational information online, on local TV and radio stations and in print; and collaborating with partner organizations to ensure that everyone who lives, works, and visits the State of Maryland has equal access to employment, housing, public accommodations, state contracts,

health services, and commercial leasing. The E&O Unit also takes the lead in planning and hosting MCCR's special events; fostering relationships with other civil/human rights and diversity organizations; identifying the needs of underserved populations; facilitating public dialogue and reducing conflict related to equity and human rights issues; and connecting people across their differences to promote and improve civil rights in Maryland.

## EDUCATION & OUTREACH UNIT

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# EDUCATION & OUTREACH

The Maryland Commission on Civil Rights (MCCR) Education & Outreach Unit provides a variety of resources and services aimed at promoting awareness, understanding, and compliance with civil rights laws across the state. These resources and services typically include:

### Workshops and Training

- **Anti-discrimination Training:** Sessions covering topics such as workplace harassment, fair housing laws, and equal employment practices.
- **Cultural Competency and Diversity Training:** Programs to foster inclusivity and cultural awareness in workplaces and communities.

### Educational Resources

- **Printed Materials:** Brochures, guides, and fact sheets on civil rights protections in employment, housing, and public accommodations.
- **Online Resources:** Toolkits and videos accessible through the MCCR website.

### Outreach Programs

- **Community Forums:** Public events and dialogues to discuss civil rights issues and current legal protections.
- **School Initiatives:** Collaborations with educational institutions to teach students about civil rights history and laws.

### Technical Assistance

- Guidance for employers, landlords, and organizations on maintaining compliance with Maryland's anti-discrimination laws.

### Complaint Process Education

- Information on how individuals can file complaints of discrimination and what steps MCCR takes in addressing those complaints.

### Partnerships and Advocacy Support

- Collaboration with local governments, nonprofits, and advocacy groups to advance equity and civil rights initiatives statewide.

These resources aim to empower individuals, businesses, and communities to uphold and advocate for civil rights and equality in Maryland.

# 100

TRAINING  
COURSES HELD

# 97

OUTREACH  
EVENTS

# 28

NEW  
PARTNERSHIPS



## OUTREACH

# 311

INDIVIDUALS

MCCR & OAG collaborated with each human rights agency in the following counties to present Hate Bias Forums in 2024:

Baltimore City  
Baltimore County  
Calvert County  
Cecil County  
Charles County  
Harford County  
Howard County  
Montgomery County  
St. Mary's County  
Prince George's County

Hate Bias Reporting Forums hosted by the Maryland Commission on Civil Rights and the Maryland Attorney General's Office have played a significant role in fostering education and awareness about hate crimes and bias incidents in the state. These forums contribute to the state's efforts in promoting inclusivity, safety, and mutual understanding by addressing critical issues related to discrimination and hate. Here's how they have impacted education and awareness:

### Raising Awareness of Hate Bias Incidents

- **Understanding the Problem:** Forums highlight the prevalence, nature, and impact of hate bias incidents on individuals and communities in Maryland.
- **Data Sharing:** They often include reports and statistics about hate crimes and trends, helping attendees grasp the scope and severity of the issue.

### Community Engagement

- **Public Participation:** These forums provide a platform for community members to share their experiences, challenges, and concerns regarding hate bias incidents.
- **Fostering Dialogue:** Open discussions help reduce stigma, build empathy, and encourage solidarity among diverse groups.

### Education on Legal Protections

- **Explanation of Laws:** Attendees learn about Maryland's hate crime laws, civil rights protections, and avenues for legal recourse.
- **Complaint Processes:** Forums educate individuals on how to report hate bias incidents and navigate the complaint process.

### Building Trust and Collaboration

- **Government Transparency:** Hosting forums demonstrates a commitment by MCCR and the Attorney General's Office to address hate bias issues openly.
- **Partnerships with Law Enforcement and Advocacy Groups:** These events encourage collaboration between government agencies, law enforcement, and community organizations to combat hate crimes effectively.

### Providing Resources and Support

- **Victim Support Services:** Forums connect victims of hate bias incidents to counseling, legal aid, and community resources.
- **Tools for Prevention:** They often include educational materials and training opportunities to help individuals and communities prevent hate bias incidents.

### Policy Advocacy and Recommendations

- **Gathering Feedback:** Forums allow stakeholders to share insights that can inform state policies and initiatives.
- **Encouraging Proactive Measures:** Recommendations from these events often lead to improved strategies for addressing hate bias statewide.

By fostering open dialogue, educating the public, and promoting actionable solutions, these forums have been instrumental in creating a more informed and cohesive community throughout Maryland.

## Listening Sessions

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### OUTREACH

# 273

INDIVIDUALS

MCCR holds listening sessions in every county across the state to ensure that the needs, concerns, and experiences of all Maryland residents are addressed equitably.

By facilitating listening sessions in every county, MCCR demonstrates its commitment to inclusivity, equity, and responsive governance. These sessions are a cornerstone of proactive civil rights advocacy, ensuring that every Maryland resident has a voice in shaping a fair and just society. Listening sessions are essential because they:

- Help us understand local challenges, strengthen a unified approach across our diverse state, and foster solutions tailored to local needs
- Promote equity across our diverse state and ensure that smaller/underserved communities are not excluded from civil rights programs
- Build trust with communities at the grassroots level and encourage community participation by providing a platform to share experiences and empowering individuals to become active in shaping policies and solutions
- Raise statewide awareness of civil rights protections
- Foster collaborations and partnerships that can lead to long-term, community-driven solutions
- Address systemic inequities by gathering information on patterns of discrimination, which allows proactive measures to address inequities before they escalate
- Ensure accountability by serving as an ongoing mechanism for evaluating the effectiveness of civil rights protections and programs

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Some of the key topics mentioned during 2024 listening sessions included:

#### **Employment Discrimination Issues:**

- **Hiring Practices:** Employers may exhibit bias in recruitment, favoring certain groups over others despite equal qualifications.
- **Pay Inequity:** Wage gaps based on gender, race, or other protected characteristics persist in many industries.
- **Workplace Harassment:** Employees may face hostile environments due to their identity, including sexual harassment and racial slurs.
- **Promotion and Advancement:** Limited access to promotions and leadership roles for marginalized groups.
- **Disability Discrimination:** Employers may fail to provide reasonable accommodations for employees with disabilities.
- **Retaliation:** Employees who report discrimination may face retaliation, such as termination and demotion.

#### **Impact:**

- Loss of income and career advancement opportunities.
- Psychological harm and stress in the workplace.

MCCR collaborated with the following counties:

Allegany County  
 Caroline County  
 Dorchester County  
 Garrett County  
 Howard County  
 Kent County  
 Queen Anne's County  
 St. Mary's County  
 Somerset County  
 Talbot County  
 Washington County  
 Wicomico County  
 Worcester County

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### **Housing Discrimination Issues:**

- **Rental or Sale Bias:** Refusal to rent or sell property based on race, ethnicity, religion, or family status.
- **Mortgage Discrimination:** Differential treatment in lending, such as higher interest rates and loan denials for certain groups.
- **Redlining:** Historical and ongoing denial of services in predominantly minority neighborhoods.
- **Disability Access:** Lack of accessible housing and refusal to make reasonable accommodations for tenants with disabilities.
- **Evictions:** Discriminatory practices in lease enforcement or eviction proceedings.

#### ***Impact:***

- Restricted housing opportunities and segregation.
- Increased risk of homelessness for marginalized groups.

### **Discrimination in State Contracts Issues:**

- **Bias in Procurement:** Discrimination against minority-owned, women-owned, and disadvantaged businesses in awarding contracts.
- **Lack of Representation:** Underrepresentation of diverse businesses in state contracting processes.
- **Barriers to Entry:** Complex requirements and systemic biases that disadvantage small businesses and those owned by underrepresented groups.
- **Unfair Treatment:** Delayed payments and fewer opportunities for subcontracting to diverse businesses.

#### ***Impact:***

- Economic disparities for underrepresented business owners.
- Limited participation in economic development opportunities.

### **Health Services Discrimination Issues:**

- **Access to Care:** Denial of health services based on race, gender identity, sexual orientation, and disability.
- **Quality of Care:** Disparities in treatment options, diagnosis accuracy, and medical outcomes for marginalized groups.
- **Insurance Discrimination:** Differential treatment in coverage or premiums for certain populations.
- **Language Barriers:** Lack of interpreters and culturally competent care for non-English speaking patients.
- **Bias in Research:** Underrepresentation of diverse populations in medical research and clinical trials.

#### ***Impact:***

- Poorer health outcomes and increased mortality rates for affected groups.
- Mistrust of healthcare systems among marginalized communities.

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### **Common Underlying Factors**

- **Implicit Bias:** Stereotypes and unconscious biases influencing decisions in all areas.
- **Systemic Inequities:** Historical patterns of discrimination creating structural barriers.
- **Lack of Accountability:** Inadequate enforcement of anti-discrimination laws and lack of awareness about rights.
- **Economic Disparities:** Intersecting inequities in income and wealth exacerbating access issues.

### **Addressing These Issues**

- Strengthening enforcement of anti-discrimination laws.
- Providing education and training on rights and responsibilities.
- Increasing outreach to marginalized communities to ensure access to resources.
- Advocating for systemic reforms, such as inclusive policies, cultural competency, and equitable practices.

## 2024 Civil Rights Gala

### OUTREACH

# 400

INDIVIDUALS

The 2024 Maryland Commission on Civil Rights Civil Rights & Fair Housing Gala celebrated significant achievements in civil rights and diversity, highlighting milestones in leadership and cultural inclusivity. Held on August 24, 2024, at the Maryland Live! Hotel Ballroom, the event brought together notable honorees, including Governor Wes Moore and Attorney General Anthony G. Brown, as well as keynote speaker Dr. Michael Eric Dyson. The theme, "Celebrating Milestones: Pivotal Moments in History," underscored the importance of acknowledging and advancing civil rights progress in Maryland and beyond.

The gala not only honored individuals and organizations for their contributions but also reinforced the significance of diversity in leadership and its role in inspiring innovation and community excellence. Our event served as a platform for education, awareness, and the fostering of partnerships in the fight for equity and justice.

Special guests included: Lt. Governor Aruna Miller, Comptroller Brooke E. Lierman, Esq., Superintendent of Maryland State Police Col. Roland L. Butler, Jr., President & CEO of the National Fair Housing Alliance Lisa Rice, HUD Principal Deputy Secretary Diane M. Shelley, EEOC District Director Jamie Williamson, Elite Dance Team from Baltimore Leadership School for Young Women, and Artist Cle.



## Trainings

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### OUTREACH

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# 100

TRAININGS  
FACILITATED

The MCCR Education & Outreach Unit offers a wide range of training programs to address issues related to discrimination, diversity, and civil rights. These training sessions are designed to educate individuals and organizations on key topics such as:

- **Diversity and Inclusion:** Enhancing understanding of cultural differences and promoting inclusive practices.
- **Prevention of Discrimination:** Focused on employment, housing, and public accommodations, helping participants recognize and address discriminatory practices.
- **Sexual Harassment Prevention:** Providing guidance on legal protections, prevention strategies, and real-world scenarios.
- **Conflict Resolution:** Teaching skills to manage and resolve disputes effectively.
- **Disability Awareness and Legal Compliance:** Highlighting rights and accommodations for individuals with disabilities.
- **Systemic Racism and Intersectionality:** Addressing structural inequities and the interplay of various identities, such as race, gender, and sexual orientation.

Common trainings requested during FY2024 were:

Dimensions of Diversity  
Sexual Harassment Prevention  
Conflict Resolution in the Workplace  
Sexual Orientation & Gender Identity  
Housing Discrimination

These trainings are essential because they empower individuals and organizations to foster equitable environments, comply with civil rights laws, and enhance awareness of systemic issues. Each training supports proactive measures to prevent discrimination, create safe workplaces and communities, and promote understanding across diverse groups. By offering trainings, MCCR strengthens Maryland's commitment to equity and justice in various sectors, including employment, housing, public accommodations, state contracts, health services, and commercial leasing.

## Outreach, Collaboration & New Partnerships

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- Maryland Department of Natural Resources
- Bowie State University: Queen in You
- Impact Hub Baltimore
- Morgan State University
- Enoch Pratt Library & BLSYW
- Boys & Girls Clubs of Anne Arundel County: Severn, Admiral Oaks, Bates
- Garrett County Community College
- Allegany College of Maryland
- Hagerstown Community College
- Greenbelt Library
- Housing Commission of Anne Arundel County
- ABC Events Inc.
- Maryland Live! Casino
- Baltimore Sun
- Maryland Cannabis Administration
- Smithey Law Group LLC
- Maryland Legal Aid
- Law Office of Jackson Lewis
- Maryland State Delegate Williams
- Professor F. Michael Higginbotham
- Council of American Islamic Relations
- Associated Black Charities
- Bright FM
- NCM Branding & Marketing
- 93.9 WKYS
- 92Q Jams
- Afro News
- Roygee Media
- RH Media Group DC
- Shaun J Events & Decor

# HATE

# CRIMES



# REPORT

**Per Public Safety Article 2-307(b)(4), Annotated Code of Maryland, MCCR receives a copy of every Maryland Supplementary Hate Bias Incident Report Form filed by law enforcement officials around the state and compiled by the Maryland State Police (MSP). These forms are completed when there is evidence to initially suggest that a hate-motivated crime may have occurred against a victim. However, even if an investigation results in no evidence of a hate crime, the report is still retained by MSP and copied to MCCR. MCCR thanks MSP for their continued partnership in sharing hate crimes data. A summary of MSP's findings is provided here; please refer to the full report for further details. <https://thg991.p3cdn1.secureserver.net/wp-content/uploads/2024/10/2023-Hate-Bias-Report.pdf>**

## HATE CRIMES REPORT

There were a total of 951 hate bias incidents reported by Maryland law enforcement agencies during the 2023 reporting period, with 272 being verified. These totals are double the number of reported and verified incidents in 2022. For comparison, Maryland experienced an average of 412 hate bias incidents each year from 2020 to 2022. The average number of verified incidents for the same period was 111.

In 2023, Race, Ethnicity or Ancestry (R/E/A) as a category, was the most common hate bias motivation, accounting for 52.6% of all incidents. On average, R/E/A accounted for 67.3% of all incidents reported from 2020 to 2022. Meanwhile, Religion as a category saw a rise in reported incidents from 20.7% in 2022 to 31.5% in 2023.

As noted on page 12 of the 2023 Hate Bias Report, 20 counties and Baltimore City reported at least one hate bias incident in 2023. This is the highest number of jurisdictions reporting during the last 10 years. Between 2014 and 2022, an average of 15 jurisdictions reported incidents annually. In 2023, only three counties—Garrett, Kent, and Somerset—reported no hate bias incidents. Note that reporting zero hate bias incidents does not mean that no hate bias incidents have occurred within a jurisdiction.

This increase in both total and verified reports is a continuation of a ten-year trend, and can be attributed to a number of factors, including:

- The increase in reporting by jurisdictions, as described above, encouraged by a statewide focus on hate-bias reporting and response.
- An increase in actual incidents, which is evidenced both in the data and through anecdotal reporting in the news and social media.
- An increase in reporting by victims, communities, and groups.

One data point highlights a troubling trend—a sharp increase in the number of incidents occurring in elementary and secondary schools. In 2022, there were 90 reported incidents in schools, 10 of which were verified. In 2023, that number skyrocketed to 326 reported incidents, 24 of which were verified. Incidents at private residences and on roads/streets rounded out the top three reporting locations.

MCCR is taking a leadership role to address the rise in acts of hate and bias with a wide range of activities and engagement with communities:

- MCCR is a member of the Maryland Commission on Hate Crime Response and Prevention.
- Our team engaged in a listening tour throughout Maryland.
- We facilitated Hate Bias Forums in collaboration with the Office of the Attorney General with a goal of sharing legal definitions to encourage law enforcement to properly report acts of hate and bias in their jurisdictions, as well as to inform the community of our efforts and learn about community needs so that MCCR can provide support. Forums held in 2023 were held in the nine counties, and more are planned for the future:

- |                       |                          |
|-----------------------|--------------------------|
| ▪ Anne Arundel County | ▪ Montgomery County      |
| ▪ Baltimore City      | ▪ Prince George's County |
| ▪ Baltimore County    | ▪ St. Mary's County      |
| ▪ Calvert County      | ▪ Southern Maryland      |
| ▪ Charles County      |                          |



# 951

# HATE/BIAS REPORTS IN 2023

+484 REPORTS OR 104% INCREASE FROM 2022  
412 AVERAGE OF HATE BIAS INCIDENTS PER YEAR 2020-2022  
79 AVERAGE REPORTS PER MONTH

## TOP 3 BIAS MOTIVATION CATEGORIES

# 52.6%

RACE/ETHNICITY/ANCESTRY  
69% BLACK | 8% HISPANIC  
OR LATINX | 7% ASIAN

# 31.5%

RELIGION

# 13.3%

SEXUAL ORIENTATION

## TOP BIAS MOTIVATION SUB-CATEGORIES

# 36.2%

ANTI-BLACK OR  
AFRICAN AMERICAN

# 28.3%

ANTI-JEWISH

# 8.2%

ANTI-GAY  
(MALE)

# 4.3%

ANTI-LGBT  
(MIXED GROUP)

# 4%

EACH: ANTI  
HISPANIC OR  
LATINX, ASIAN

## REPORTED VICTIMS

40% BLACK

38% WHITE

7% ASIAN

6% HISPANIC

9% UNKNOWN R/E/A

57% MALE

38% FEMALE

5% UNKNOWN GENDER

## OFFENDERS

32% WHITE

15% BLACK

3% ASIAN

2% HISPANIC

47% UNKNOWN R/E/A

43 MALE

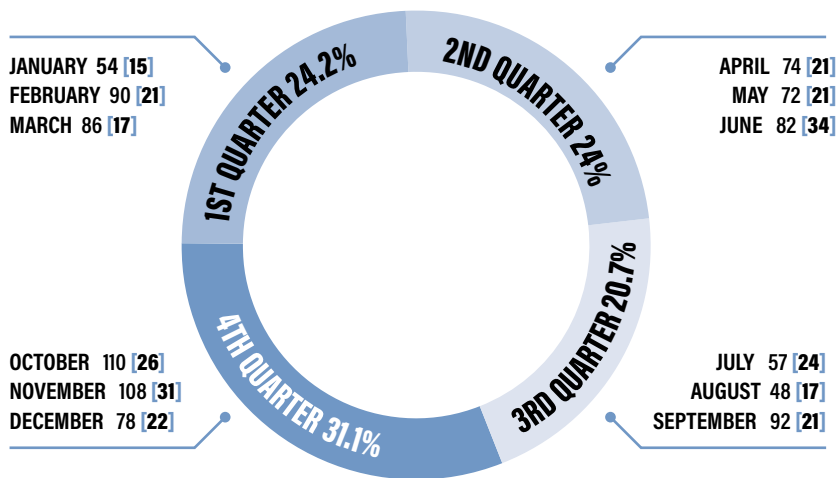
13% FEMALE

44% UNKNOWN GENDER

SOURCE: STATE OF MARYLAND 2023 HATE BIAS REPORT

For multi-year comparative data, see the Maryland State Police's full report.

# HATE CRIME REPORTS IN 2023 - BY MONTH All Reports [Verified Reports]



# BIAS MOTIVATION REPORTS IN 2023 All Reports [Verified Reports]

































|                             |          |                    |                 |
|-----------------------------|----------|--------------------|-----------------|
| 528 [150]                   | 316 [74] | 134 [45]           | 14 [2]          |
| Race/Ethnicity/<br>Ancestry | Religion | Sexual Orientation | Gender Identity |
| 8 [3]                       | 3 [3]    | 1 [0]              |                 |
| Disability                  | Gender   | Homelessness       |                 |

**1004 [277]**  
TOTAL\*

\* Incidents can have more than one bias motivation. This accounts for differences between bias motivation numbers and the total number of incidents reported.

# INCIDENT LOCATIONS IN 2023

Including locations with greater than 1% of incidents reported

|   |  |          |   |   |                  |
|---|--|----------|---|---|------------------|
|    | School Elementary or Secondary         | 326 [24] |    | Air/Bus/Train Terminal                            | 7 [4]            |
|    | Residence/Home                         | 184 [76] |    | Community Center                                  | 5 [3]            |
|    | Highway/Road/Alley/Street/<br>Sidewalk | 126 [56] |    | Hotel/Motel/Etc.                                  | 5 [1]            |
|    | Other/Unknown                          | 42 [9]   |    | Service or Gas Station                            | 4 [2]            |
|    | Church/Synagogue/Temple/<br>Mosque     | 41 [10]  |    | Bar/Night Club                                    | 3 [1]            |
|    | Parking Lot/Garage                     | 36 [12]  |    | Arena/Stadium/Fairgrounds/<br>Colosseum           | 2 [1]            |
|    | Convenience Store                      | 26 [13]  |    | Farm Facility                                     | 2 [0]            |
|    | Park/Playground                        | 24 [9]   |    | Field/Woods                                       | 2 [0]            |
|    | Restaurant                             | 22 [7]   |    | Industrial Site                                   | 2 [1]            |
|    | Commercial/Office Building             | 16 [8]   |    | Jail/Prison/Penitentiary/<br>Corrections Facility | 2 [2]            |
|    | Department or Discount Store           | 11 [7]   |   | Liquor Store                                      | 2 [1]            |
|   | Government/Public Building             | 11 [7]   |  | Auto Dealership New/Used                          | 1 [0]            |
|  | School College or University           | 11 [3]   |  | Camp/Campground                                   | 1 [1]            |
|  | Drug Store/Drs. Office/<br>Hospital    | 9 [2]    |  | Construction Site                                 | 1 [0]            |
|  | Grocery/Supermarket                    | 9 [4]    |  | Shelter-Mission/Homeless                          | 1 [0]            |
|  | Shopping Mall                          | 9 [4]    | <b>==</b>   | <b>TOTAL</b>                                      | <b>951 [270]</b> |
|  | Specialty Store (TV, Fur, etc)         | 8 [2]    |   |   |                  |

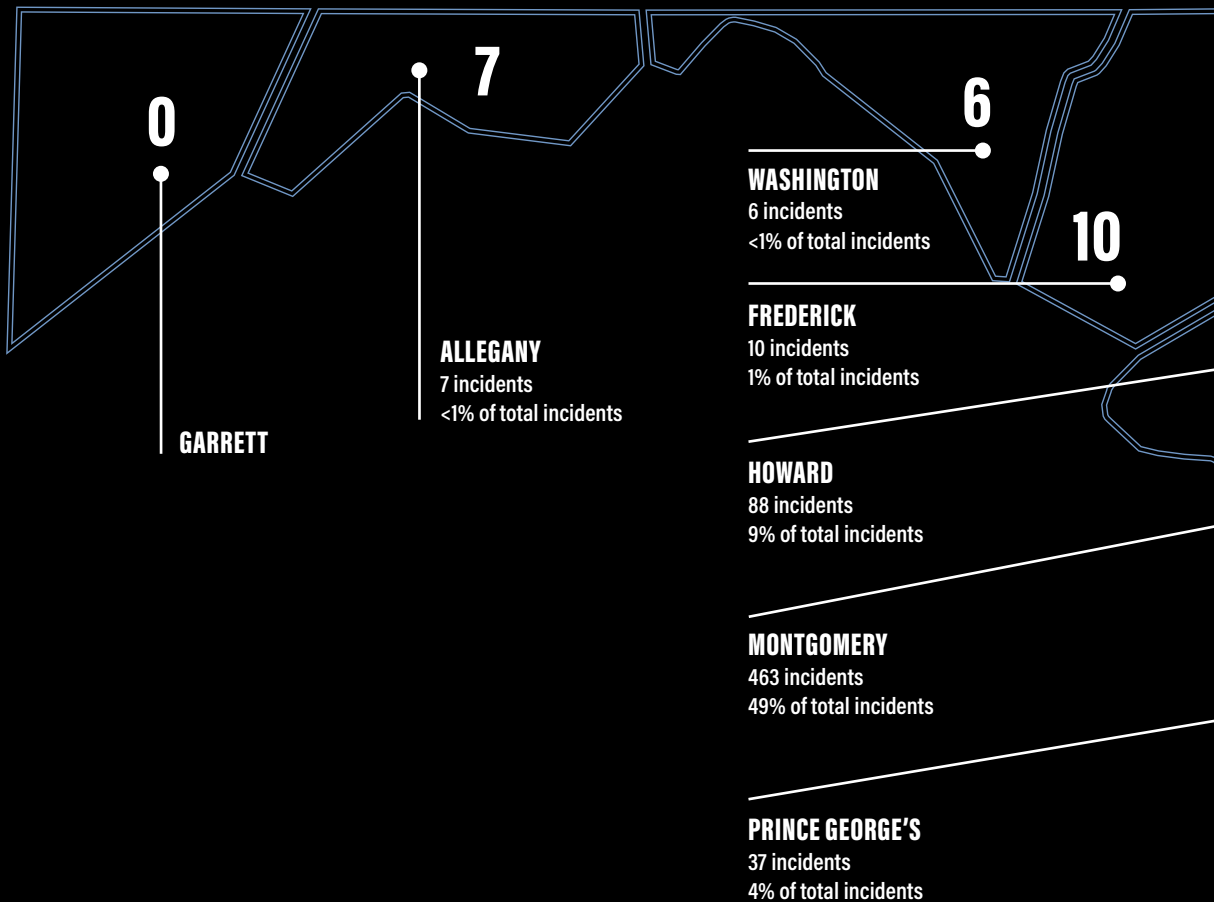
Over three-quarters (84.5%) of all hate bias reporting in Maryland during 2023 was received from five counties:

Anne Arundel (55), Baltimore (145), Baltimore City (52), Howard (88), and Montgomery (463).

No hate bias reports were submitted by the following counties: Garrett, Kent, and Somerset.

Seven ZIP Codes with the highest number of hate bias incidents reported in 2023 were all in Montgomery County - 20850 (42), 20817 (38), 20852 (38), 20878 (28), 20901 (28), 20854 (27), and 20877 (26). Combined they account for nearly a quarter (23.9%) of all hate bias incidents reported in Maryland. The next two highest number hate bias incidents were reported in 20742 in Prince George's County and 21222 in Baltimore County, with each reporting 24 incidents.

## REPORTING BY COUNTY



# 951 TOTAL INCIDENTS

## 270

VERIFIED  
INCIDENTS

## 658

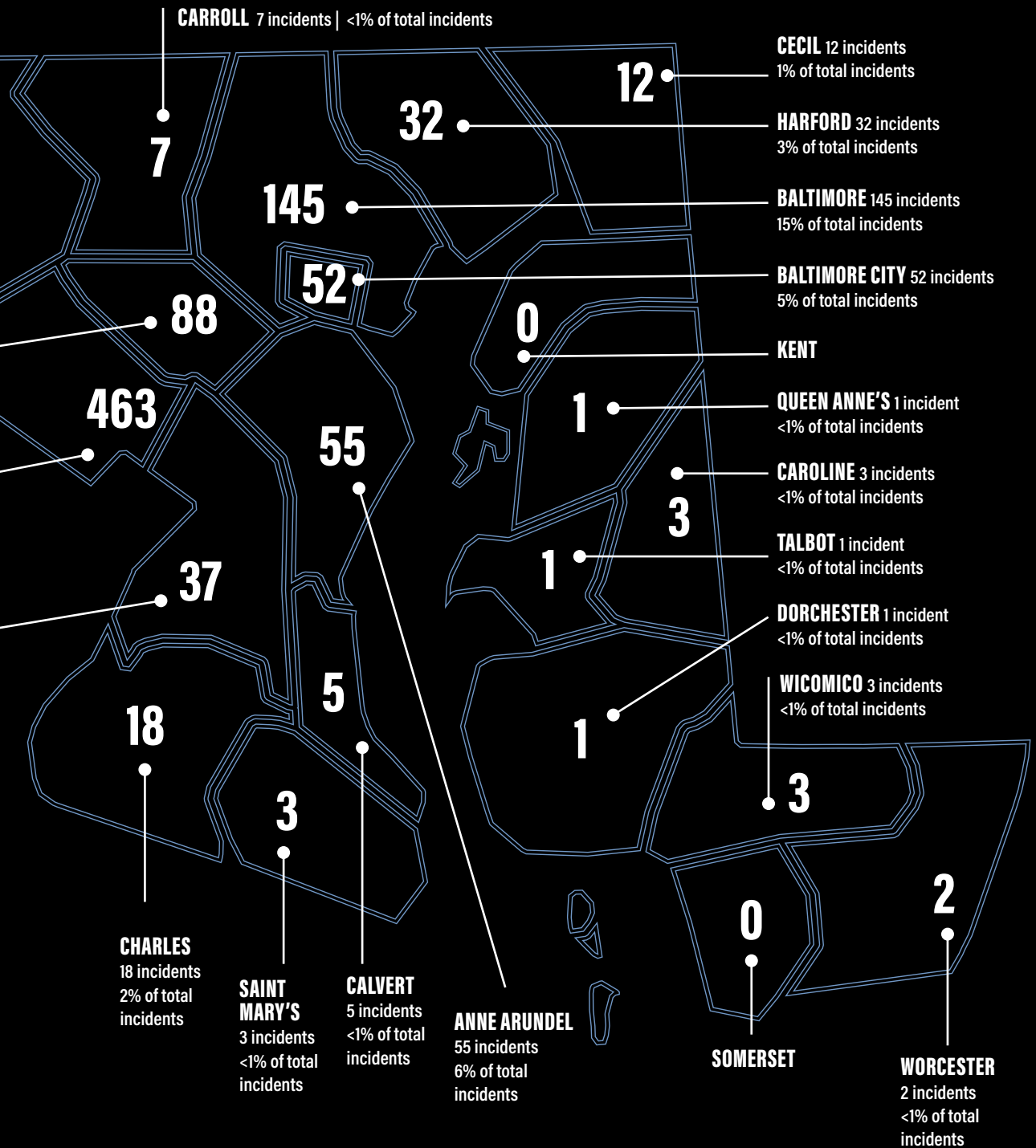
INCONCLUSIVE

## 23

UNFOUNDED

## 3

COUNTIES WITHOUT  
REPORTED INCIDENTS



# SERVING

# ALL OF



# MARYLAND

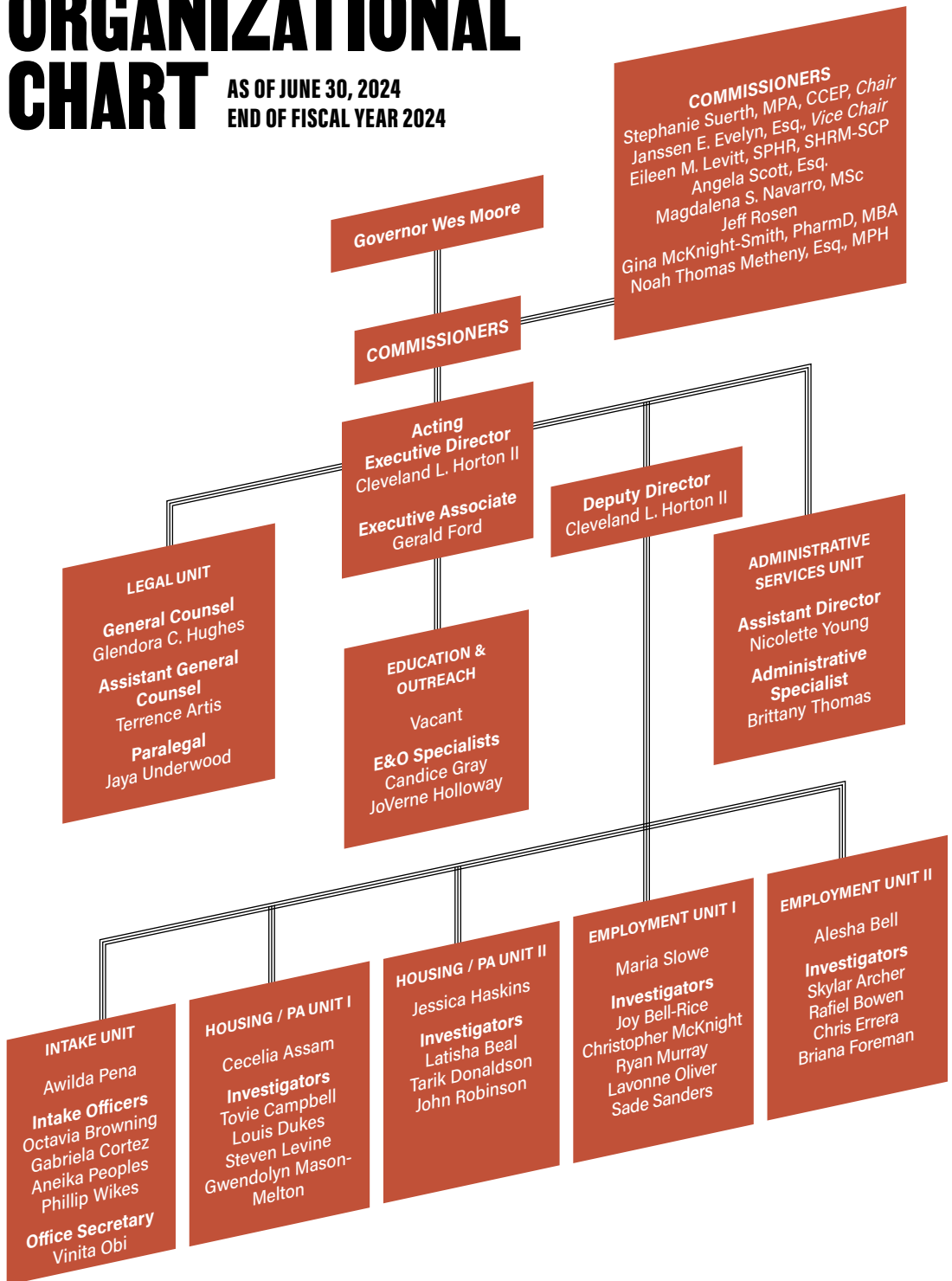
# MCCR BUDGET REPORT FOR THE LAST THREE FISCAL YEARS

| FUNDING SOURCE      | 2022 Actual        | 2023 Actual        | 2024 Actual         | 2025<br>Appropriation |
|---------------------|--------------------|--------------------|---------------------|-----------------------|
| HUD                 | \$596,237          | \$672,108          | \$666,004           | \$599,700             |
| EEOC                | \$733,230          | \$558,103          | \$720,638           | \$640,489             |
| Reimbursable Funds  | \$10,000           | \$14,250           | \$5,000             | -                     |
| Special Funds       | \$3,350            | \$45,000           | \$7,395             | \$70,800              |
| State General Funds | \$2,470,769        | \$3,214,567        | \$3,745,732         | \$4,038,524           |
| <b>GRAND TOTAL</b>  | <b>\$3,813,586</b> | <b>\$4,504,028</b> | <b>\$ 5,144,769</b> | <b>\$5,349,513</b>    |

| STAFF POSITIONS        | 2022      | 2023      | 2024      | 2025<br>Appropriation |
|------------------------|-----------|-----------|-----------|-----------------------|
| Authorized Permanent   | 33        | 38        | 38        | 38                    |
| Contractual Positions  | 1         | 4         | 1         | 1                     |
| <b>TOTAL POSITIONS</b> | <b>34</b> | <b>42</b> | <b>39</b> | <b>39</b>             |

# ORGANIZATIONAL CHART

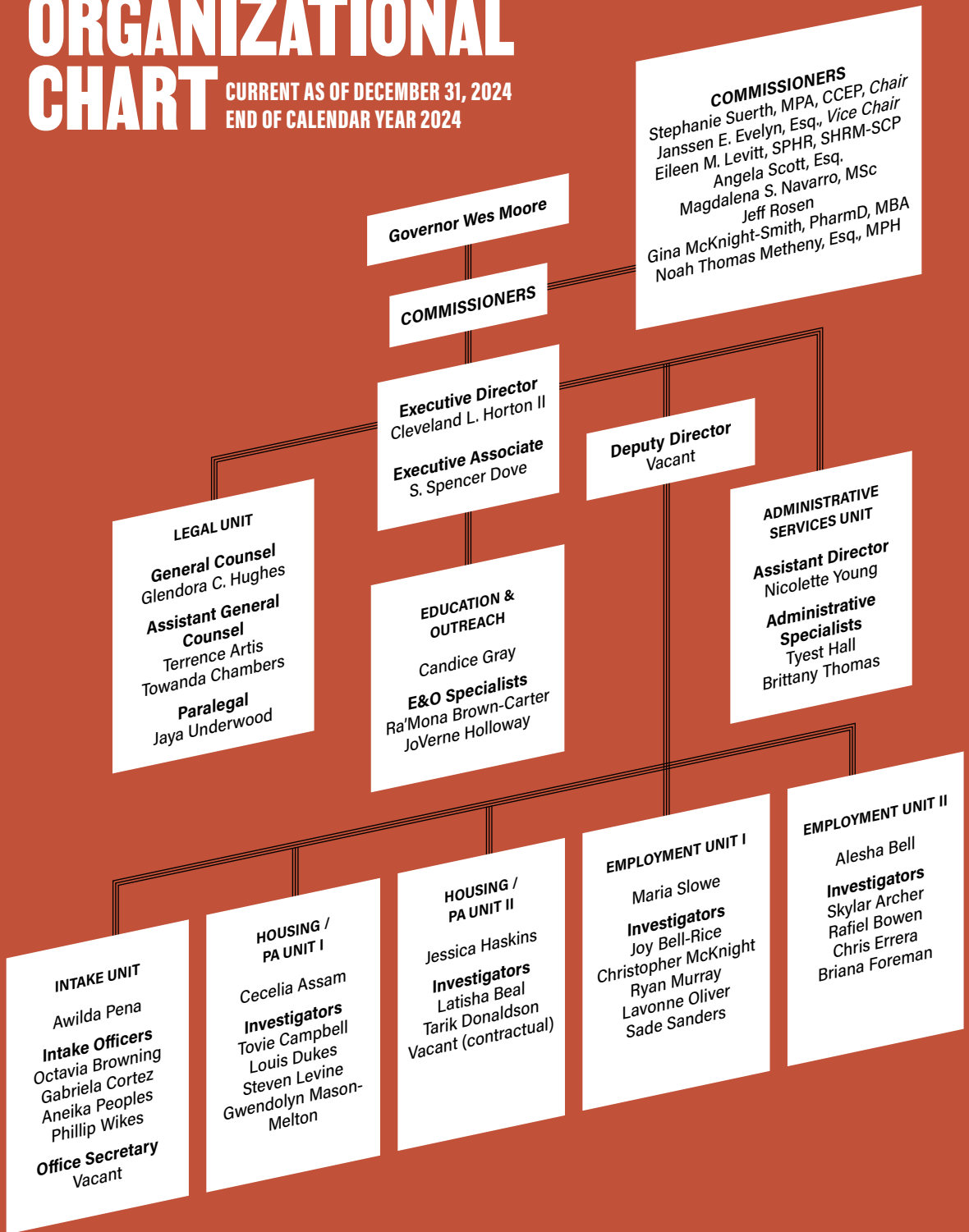
AS OF JUNE 30, 2024  
END OF FISCAL YEAR 2024





# ORGANIZATIONAL CHART

CURRENT AS OF DECEMBER 31, 2024  
END OF CALENDAR YEAR 2024



The 1963 March on Washington for Jobs and Freedom was a key event in the civil rights movement whose grassroots momentum fueled the hard-won passage of the Civil Rights Act of 1964 and the Voting Rights Act of 1965.

## CONTACT MCCR

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@MDCivilRights

