

The Maryland Commission on Civil Rights



The Mission & Vision of MCCR

The Mission of the Maryland Commission on Civil Rights is to ensure equal opportunity to all through the enforcement of Maryland's laws against discrimination in employment, public accommodations, housing, healthcare provisions, and commercial non-discrimination; to provide educational and outreach services related to the provisions of these laws; 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.



State Agency responsible for the enforcement of Maryland's Anti-Discrimination Law



State Government Article Title 20



State Finance and Procurement Article Title 19
State Personnel & Pensions Article, Title 2



Health-General Article, Title 2, Subtitle 10



Areas of Equal Protection

- Employment (15 or more employees)
- Housing
- Public Accommodations
- Commercial Non-Discrimination
- Health Services



Main Agency Functions

- Intake
- Investigation
- Litigation
- Education



Intake

To initiate a complaint, complete an online inquiry form at:

<https://mccr.maryland.gov/Pages/Intake.aspx>

Contacting the Commission

Phone: 410-767-8600/ **Toll-Free:**1-800-637-6247

Fax: 410-333-1841, Maryland Relay 7-1-1

E-mail: mccr@maryland.gov

Address: 6 Saint Paul Street, Suite 900,
Baltimore, Maryland 21202

Timing

- Complaints of Employment discrimination must be filed within **300 Days** or **2 years** for employment charges alleging harassment
- Complaints of Public Accommodations discrimination must be filed within **six (6) months** of the alleged unlawful incident
- Complaints of housing discrimination must be filed within **one year** of the alleged unlawful incident.



Investigations

Tools to Expedite Investigations:

- ✓ Fact Finding Conferences
- ✓ Resolution through staff

Collecting Evidence:

- ✓ Interviewing witnesses
- ✓ Gathering and analyzing documents/subpoena power
- ✓ Site visits

Total: 572 cases closed

Benefits: \$645,495

**Time: Process cases faster
than comparable agencies**

Case Resolutions FY2022



Legal Unit



The Office of the General Counsel of MCCR represents the agency in all legal matters before the Office of Administrative Hearings (OAH), or State, federal trial and appellate courts.

Legal counsel to MCCR.

Training, counsel and legal guidance to MCCR's investigators.

Technical assistance on best practices to the public.

Legislative agenda & monitoring of relevant proposed legislation.

Education & Outreach

- Outreach to the Public & Private Sectors
- Adult & Youth Education Programs
- Public Dialogues & Discussions
- Community Partnership Projects & Special Events
- Group facilitation & Capacity Building Related to Diversity, Equity & Inclusion



Education & Training

- | | |
|--|---|
| <ul style="list-style-type: none">• Know Your Civil Rights: Discrimination Protection in Maryland• Employment Discrimination• Fair Housing Discrimination & Prevention• Sexual Harassment Prevention• Conflict Resolution Strategies & Responses | <ul style="list-style-type: none">• Dimensions of Diversity• Sexual Orientation, Gender Identity & Expression• Religious Discrimination & Reasonable Accommodations in the Workplace• Public Accommodations Discrimination |
|--|---|

Employment Discrimination

State Contracts/Commercial Non-Discrimination



Employment Discrimination



- Refusal to Hire/Promote
- Discriminatory recruitment/interview questions
- Unequal Benefits or Treatment such as promotions, work conditions, etc...
- Unlawful Dismissal
- Sexual Harassment
- Hostile Work Environment/Harassment

Employment Protected Classes *(15+ employees)*



- Race
- Gender/Sex
- Age
- National Origin
- Religion
- Color

- Disability (mental and physical)
- Marital Status
- Sexual Orientation
- Gender Identity
- **Genetic Information**
- ✓ *Harassment & Retaliation*

Commercial Non- Discrimination Policy



Pursuant to State Finance & Procurement Article, §19-101, Annotated Code of Maryland, the commercial non-discrimination policy is a State policy which mandates that the State shall not to enter 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, gender/sex, age, physical or mental disability, sexual orientation, or marital status**, or any otherwise unlawful use of characteristics regarding the vendor's, supplier's, or commercial customer's employees or owners.

Commercial Non- Discrimination Policy



Harassment on the basis of a protected class (above, such as sexual harassment), and **retaliation** for filing a complaint or being involved in the investigation are both prohibited under law and enforced by MCCR.

If you believe that actions have been taken against you based on a discriminatory animus, it is imperative that you contact our agency immediately to initiate an inquiry so that we can assist you in determining if you have been a victim of commercial discrimination. Our trained Intake Staff will guide you through the intake process and, through a series of questions and interviews, help you analyze your situation to determine if the actions taken against you meet the threshold of being considered discriminatory.

Examples



Racial Discrimination in Contracting

- Example:** A state government agency only awards lucrative construction contracts to contractors from a particular racial or ethnic group, ignoring qualified contractors from other groups.
- Impact:** Minority-owned businesses are unfairly excluded, leading to unequal economic opportunities.

Gender Discrimination in Procurement

- Example:** A state issues a public contract for IT services but refuses to consider female-owned companies, despite their qualifications, because of a bias towards male-owned businesses in the sector.
- Impact:** Female entrepreneurs or businesses may be shut out of potential opportunities, perpetuating gender inequality.

Examples



Discrimination Against Veterans or Disabled Veterans

- Example:** A state government agency might overlook veteran-owned businesses when awarding service contracts, despite federal laws giving priority to veteran-owned businesses in government procurement.
- Impact:** This harms the livelihood of disabled or veteran business owners who are entitled to these opportunities under certain legal frameworks.

Religious Discrimination in Contracting

- Example:** A government entity might choose not to award a contract to a business owned by someone of a particular religion, either explicitly or implicitly, based on biases against that religion.
- Impact:** This fosters exclusion and denies fair opportunities for businesses from specific religious groups.

People with a disability are the largest “minority” group in the country at 20%

National Organization on Disability (NOD), 2013



Your Thoughts?

What is the most common reason that people don't
file complaints?



Current Data Shows:

Fear of Retaliation





QUESTIONS



Contact Information

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