

Introduced \_\_\_\_\_  
Public Hearing \_\_\_\_\_  
Council Action \_\_\_\_\_  
Executive Action \_\_\_\_\_  
Effective Date \_\_\_\_\_

## County Council of Howard County, Maryland

2022 Legislative Session

Legislative Day No. 5

### Bill No. 18-2022

Introduced by: The Chairperson at the request of the County Executive

AN ACT amending the time in which any person may file a complaint claiming to be aggrieved by an alleged unlawful act in violation of provisions related to unfair employment practices; and generally related to filing complaints alleging violations of the Human Rights provisions of the County Code.

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Introduced and read first time \_\_\_\_\_, 2022. Ordered posted and hearing scheduled.

By order \_\_\_\_\_  
Michelle Harrod, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to the Charter, the Bill was read for a second time at a public hearing on \_\_\_\_\_, 2022.

By order \_\_\_\_\_  
Michelle Harrod, Administrator

This Bill was read the third time on \_\_\_\_\_, 2022 and Passed \_\_\_\_, Passed with amendments \_\_\_\_\_, Failed \_\_\_\_\_.

By order \_\_\_\_\_  
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this \_\_\_ day of \_\_\_\_\_, 2022 at \_\_\_ a.m./p.m.

By order \_\_\_\_\_  
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive \_\_\_\_\_, 2022

\_\_\_\_\_  
Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment

1 **Section 1. Be It Enacted** by the County Council of Howard County, Maryland that the Howard  
2 County Code is amended as follows:

3  
4 *By amending:*

5 *Title 12, Subtitle 2. Human Rights*

6 *Subsection I of Section 12.212. Unfair employment practices, unfair public*  
7 *accommodation practices, unfair law enforcement practices, unfair*  
8 *financing practices—Complaint, investigation, conciliation, decision and*  
9 *order, administrative hearing, subpoena power and enforcement.*

10  
11 **Title 12. Health and Social Services.**

12 **Subtitle 2. Human Rights.**

13  
14 **Section 12.212. Unfair employment practices, unfair public accommodation practices,**  
15 **unfair law enforcement practices, unfair financing practices—Complaint, investigation,**  
16 **conciliation, decision and order, administrative hearing, subpoena power and enforcement.**

17 **I. Complaint:**

18 (a) *Right to file.* Any person claiming to be aggrieved by an alleged unlawful act in  
19 violation of this subtitle may file a complaint within [[six months]]THE FOLLOWING  
20 TIME PERIOD: [[after the alleged violation has occurred or has been discovered by the  
21 complainant.]]

22 (1) FOR ALLEGED UNFAIR EMPLOYMENT PRACTICES, A COMPLAINT SHALL BE FILED  
23 WITHIN 300 DAYS AFTER THE ALLEGED VIOLATION HAS OCCURRED OR HAS BEEN  
24 DISCOVERED BY THE COMPLAINANT; OR

25 (2) FOR ALLEGED UNFAIR PUBLIC ACCOMMODATION PRACTICES, UNFAIR LAW  
26 ENFORCEMENT PRACTICES, OR UNFAIR FINANCING PRACTICES, A COMPLAINT SHALL  
27 BE FILED WITHIN SIX MONTHS AFTER THE ALLEGED VIOLATION HAS OCCURRED OR  
28 HAS BEEN DISCOVERED BY THE COMPLAINANT.

29 (b) *Form of complaint.* All complaints shall be filed in writing, under oath, and shall be  
30 upon a form provided by the Office.

31 (c) *Where to file.* Complaints shall be filed with the Office.

1 (d) *Content of complaint.* The complaint shall state the name and address of the  
2 complainant and the respondent and other pertinent information as required by the  
3 Administrator.

4 (e) *Amendment of complaint.* The complainant may reasonably amend the complaint at  
5 any time after it is filed.

6 (f) *Withdrawal of complaint.* The complainant may withdraw the complaint at any time by  
7 filing written notice with the Office.

8

9 ***Section 2. And Be It Further Enacted*** by the County Council of Howard County, Maryland that  
10 *this Act shall become effective 61 days after its enactment.*