

**Article - State Personnel and Pensions**

**SUBTITLE 1. REPRISALS FOR GRIEVANCES, COMPLAINTS, OR OTHER ACTIONS CONCERNING STATE EMPLOYMENT.**

3-101.

THIS SUBTITLE APPLIES TO ALL EMPLOYEES, INCLUDING CLASSIFIED, UNCLASSIFIED, FULL-TIME, PART-TIME, PERMANENT, TEMPORARY, AND CONTRACTUAL EMPLOYEES, OF ALL UNITS IN THE EXECUTIVE, JUDICIAL, AND LEGISLATIVE BRANCHES OF STATE GOVERNMENT, INCLUDING ALL UNITS WITH INDEPENDENT PERSONNEL SYSTEMS EXCEPT FOR THE DEPARTMENT OF TRANSPORTATION AND THE UNIVERSITY OF MARYLAND SYSTEM.

3-102.

DURING ANY STAGE OF AN EMPLOYEE'S COMPLAINT, GRIEVANCE, OR OTHER ADMINISTRATIVE OR LEGAL ACTION THAT CONCERNS STATE EMPLOYMENT, THE EMPLOYEE MAY NOT BE SUBJECTED TO COERCION, DISCRIMINATION, INTERFERENCE, REPRISAL, OR RESTRAINT BY OR INITIATED ON BEHALF OF THE EMPLOYER SOLELY AS A RESULT OF THAT EMPLOYEE'S PURSUIT OF A GRIEVANCE, COMPLAINT, OR OTHER ADMINISTRATIVE OR LEGAL ACTION THAT CONCERNS STATE EMPLOYMENT.

3-103.

AN EMPLOYEE MAY NOT INTENTIONALLY TAKE OR ASSIST IN TAKING ~~ANY ACTION THAT IS OF A NATURE OR THAT HAS THE EFFECT OF BEING~~ AN ACT OF COERCION, DISCRIMINATION, INTERFERENCE, REPRISAL, OR RESTRAINT AGAINST ANOTHER EMPLOYEE SOLELY AS A RESULT OF THAT EMPLOYEE'S PURSUIT OF A GRIEVANCE, COMPLAINT, OR OTHER ADMINISTRATIVE OR LEGAL ACTION THAT CONCERNS STATE EMPLOYMENT.

3-104.

AN EMPLOYEE WHO VIOLATES § 3-103 OF THIS SUBTITLE IS SUBJECT TO DISCIPLINARY ACTION, INCLUDING THE TERMINATION OF STATE EMPLOYMENT.

**Article - Transportation**

2-103.4.

(d) (5) (1) DURING ANY STAGE OF A COMPLAINT, GRIEVANCE, OR OTHER ADMINISTRATIVE OR LEGAL ACTION THAT CONCERNS STATE EMPLOYMENT BY A FULL-TIME OR PART-TIME EXECUTIVE SERVICE, CAREER SERVICE, OR COMMISSION PLAN EMPLOYEE OF THE DEPARTMENT, OR BY A TEMPORARY OR CONTRACTUAL EMPLOYEE OF THE DEPARTMENT, THE EMPLOYEE MAY NOT BE SUBJECTED TO COERCION, DISCRIMINATION, INTERFERENCE, REPRISAL, OR RESTRAINT BY OR INITIATED ON BEHALF OF THE DEPARTMENT SOLELY AS A RESULT OF THAT EMPLOYEE'S PURSUIT OF A GRIEVANCE, COMPLAINT, OR OTHER ADMINISTRATIVE OR LEGAL ACTION THAT CONCERNS STATE EMPLOYMENT.