

*which would deprive or tend to deprive any individual of employment opportunities, or would limit such employment opportunities or otherwise adversely affect his status as an employee or as an applicant for employment, because of such individual's age;*

*(3) to cause or attempt to cause an employer to discriminate against an individual in violation of this section.*

*(d) It shall be unlawful for an employer to discriminate against any of his employees or applicants for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership, because such individual, member, or applicant for membership, has opposed any practice made unlawful by this section, or because such individual, member, or applicant for membership has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this subtitle.*

*(e) It shall be unlawful for an employer, labor organization, or employment agency to print or publish, or cause to be printed or published, any notice or advertisement relating to employment by such an employer or membership in or any classification or referral for employment by such a labor organization, or relating to any classification or referral for employment by such an employment agency, indicating any preference, limitation, specification, or discrimination, based on age.*

*(f) It shall not be unlawful for an employer, employment agency, or labor organization—*

*(1) to take any action otherwise prohibited under subsection (a), (b), (c), or (e) of this section where age is a bona fide occupational qualification reasonably necessary to the normal operation of the particular business, or where the differentiation is based on reasonable factors other than age;*

*(2) to separate involuntarily an employee under a retirement policy or system where such policy or system is not merely a subterfuge to evade the purposes of this subtitle; or*

**(2) TO OBSERVE THE TERMS OF A BONA FIDE SENIORITY SYSTEM OR ANY BONA FIDE EMPLOYEE BENEFIT PLAN SUCH AS A RETIREMENT, PENSION, OR INSURANCE PLAN, WHICH IS NOT A SUBTERFUGE TO EVADE THE PURPOSES OF THIS SUBTITLE, EXCEPT THAT NO SUCH EMPLOYEE BENEFIT PLAN SHALL EXCUSE THE FAILURE TO HIRE ANY INDIVIDUAL; OR**

*(3) to discharge or otherwise discipline an individual for good cause.*

79.

*The provisions of this subtitle shall be enforced by the Department of ~~Employment Security~~ LABOR AND INDUSTRY with the assistance of the Attorney General of Maryland.*

80.

*Every employer, employment agency, and labor organization shall post and keep posted in conspicuous places upon its premises a notice*