

(F) IF CONCILIATION AND PERSUASION FAIL TO RESOLVE MATTERS TO THE COMMISSIONER'S SATISFACTION, THE COMMISSIONER SHALL THEN CAUSE TO BE ISSUED TO THE EMPLOYER, LABOR UNION, OR EMPLOYMENT AGENCY CONCERNED A CEASE AND DESIST ORDER SPECIFICALLY SETTING FORTH THE DISCRIMINATORY PRACTICE OR PRACTICES INVOLVED AND ORDERING THEIR IMMEDIATE CESSATION. SUCH CEASE AND DESIST ORDER SHALL BE SPECIFICALLY ENFORCEABLE BY THE COMPLAINANT, THE ATTORNEY GENERAL, OR THE COMMISSIONER IN A PROCEEDING IN EQUITY IN THE CIRCUIT COURT OF ANY COUNTY WHERE THE EMPLOYER, LABOR UNION, EMPLOYMENT AGENCY OR ANY REPRESENTATIVE THEREOF IS LOCATED WHEN ENFORCEMENT OF A COMMISSIONER'S ORDER IS SOUGHT UNDER THIS SUBSECTION, THE COURT MAY UPON THE PLEADINGS, TESTIMONY AND PROCEEDINGS AS SET FORTH IN THE TRANSCRIPT OF THE HEARING BEFORE THE DEPARTMENT MAKE AN ENTRY OF AN ORDER OR DECREE ENFORCING, MODIFYING AND ENFORCING AS SO MODIFIED, OR SETTING ASIDE IN WHOLE OR IN PART THE ORDER OF THE COMMISSIONER. THE COURT ALSO MAY GRANT SUCH RELIEF AS IT SHALL DEEM NECESSARY UNDER THE CIRCUMSTANCES OF THE CASE. ANY FAILURE TO OBEY AN ORDER OF THE COURT MAY BE PUNISHABLE BY THE COURT AS A CONTEMPT THEREOF.

(G) A COMPLETE TRANSCRIPT OF THE PROCEEDINGS OF HEARINGS UNDER THIS SUBTITLE SHALL BE KEPT BY THE DEPARTMENT. COPIES OF THE SAID TRANSCRIPT SHALL BE FURNISHED BY THE DEPARTMENT TO ALL PARTIES FOR EXAMINATION WITHOUT COST AND FOR THE PURPOSE OF ENFORCEMENT OF A CEASE AND DESIST ORDER UNDER SUBSECTION (F) HEREOF OR FOR USE ON APPEAL UNDER SUBSECTION (J) HEREOF.

(H) A COMPLAINT SHALL BE CONSIDERED TO HAVE MERIT WHEN IT ALLEGES A VIOLATION OF THIS SUBTITLE AND ITS SUBSTANTIAL ALLEGATIONS ARE ADMITTED BY THE EMPLOYER, LABOR UNION, OR EMPLOYMENT AGENCY ACCUSED THEREIN OR SUBSTANTIAL EVIDENCE IN SUPPORT THEREOF IS FOUND AFTER INVESTIGATION AND/OR HEARING AS HEREIN PROVIDED.

(I) THE COMMISSIONER MAY REVIEW THE FINDINGS OF THE HEARING OFFICER UPON THE PETITION OF THE COMPLAINANT OR THE PARTIES ACCUSED OF DISCRIMINATION. IN ANY CASE WHERE THE COMMISSIONER REVERSES THE HEARING OFFICER'S FINDING, HE SHALL ISSUE A WRITTEN OPINION STATING HIS REASONS FOR MAKING SUCH REVERSAL. WHEN THE COMMISSIONER REVERSES A FINDING THAT A COMPLAINT HAD MERIT, THE MATTER SHALL BE CONSIDERED TERMINATED. WHEN THE COMMISSIONER REVERSES A FINDING OF NO MERIT, HE SHALL PROCEED TO CORRECT THE DISCRIMINATORY PRACTICE OR PRACTICES AS PROVIDED IN THIS SECTION.