

trade, commerce and manufacturers to assure all persons equal opportunity in receiving employment and in all labor management-union relations regardless of race, color, religion, ancestry or national origin, *sex*, or *age*, and to that end to prohibit discrimination in employment by any person, group, labor organization, organization or any employer or his agents.

#### 18. Definitions.

For the purposes of this subtitle:

(a) Person—The term “person” includes one or more individuals, labor unions, partnerships, associations, corporations, legal representatives, mutual companies, joint stock companies, trusts, unincorporated organizations, trustees, trustees in bankruptcy, or receivers;

(b) The term “employer” means a person engaged in an industry or *business* who has twenty-five or more employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year, and any agent of such a person; such term does include the State of Maryland to the extent as may be provided in this Article but such term does not include a bona fide private membership club (other than a labor organization) which is exempt from taxation under Section 501 (c) of the Internal Revenue Code of 1954.

(c) Employment agency—The term “employment agency” means any person regularly undertaking with or without compensation to procure employees for an employer or to procure for employees opportunities to work for an employer and includes an agent or such a person; but shall not include an agency of the United States or an agency of the State of Maryland or political subdivision thereof, except such term shall include the United States Employment Service and the system of State and local employment services receiving federal assistance.

(d) Labor organization—The term “labor organization” means a labor organization engaged in an industry and any agent of such an organization, and includes any organization of any kind, any agency, or employee representation committee, group, association, or plan so engaged in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours, or other terms or conditions of employment, and any conference, general committee, joint or system board, or joint council so engaged which is subordinate to a national or international labor organization.

~~(e) Age—The term “age” applies as to any person who is at least eighteen years of age but less than sixty-five years of age.~~

#### 19. Unlawful employment practices.

It shall be an unlawful employment practice for an employer:

(a) To fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual’s race, color, creed, sex, *age* or national origin; or