

Article IV of the Constitution of Maryland as enacted by Chapter ___ of the Acts of 1972 (S.B. ___ or H.B. ___); and if Section 25 26 of Article IV of the Constitution is not amended by Chapter ____ above, then this Act shall become null and void without the necessity of further action by the General Assembly.

SEC. 3. *And be it further enacted*, That, subject to the provisions of Section 2 above, this Act shall take effect January 1, ~~1972~~, 1973.

Approved May 26, 1972.

CHAPTER 435
(Senate Bill 638)

AN ACT to repeal and re-enact, with amendments, Section 19(g) of Article 49B of the Annotated Code of Maryland (1972 Replacement Volume), title "Human Relations Commission," subtitle "Discrimination in Employment," to provide that an employer may establish dress and grooming standards on the basis of an employee's sex. IN CERTAIN CIRCUMSTANCES.

SECTION 1. *Be it enacted by the General Assembly of Maryland*, That Section 19(g) of Article 49B of the Annotated Code of Maryland (1972 Replacement Volume), title "Human Relations Commission," subtitle "Discrimination in Employment," be and it is hereby repealed and re-enacted, with amendments, to read as follows:

19.

(g) Notwithstanding any other provision of this subtitle, (1) it shall not be an unlawful employment practice for an employer to hire and employ employees, for an employment agency to classify, or refer for employment any individual, for a labor organization to classify its membership or to classify or refer for employment any individual, or for an employer, labor organization or joint labor-management committee controlling apprenticeship or other training or retaining programs to admit or employ any individual in any such program, on the basis of his religion or national origin in those instances where sex, age, religion or national origin is a bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise; (2) *it shall not be an unlawful employment practice for an employer to establish standards concerning an employee's dress and grooming on the basis of the employee's sex* PROVIDED THAT THE STANDARDS ARE DIRECTLY RELATED TO THE NATURE OF THE EMPLOYMENT OF THE EMPLOYEE; ~~[(2)]~~ (3) it shall not be an unlawful employment practice for a school, college, university, or other educational institution or institution of learning to hire and employ employees of a particular religion if such school, college, university, or other educational institution or institution of learning is, in whole or in substantial part, owned, supported, controlled, or managed by a particular religion or by a particular religious corporation,