

(f) It shall be an unlawful employment practice 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 he has opposed any practice made an unlawful employment practice by this subtitle or because he has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this subtitle;

(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 [retraining] 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; (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, association, or society or if the curriculum of such school, college, university, or other educational institution or institution of learning is directed toward the propagation of a particular religion; and (4) it shall not be unlawful for an employer, employment agency or labor organization 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.

(h) Nothing contained in this subtitle shall be interpreted to require any employer, employment agency, labor organization, or joint labor-management committee subject to this subtitle to grant preferential treatment to any individual or to any group because of the race, color, [creed] RELIGION, sex, age or national origin of such individual or group on account of an imbalance which may exist with respect to the total number or percentage of persons of any race, color, [creed] RELIGION, sex, age or national origin employed by any employer, referred or classified for employment by any employment agency or labor organization, admitted to membership or classified by any labor agency or labor organization, admitted to membership or classified by any labor organization, or admitted to, or employed in, any apprenticeship or other training program, in comparison with the total number or percentage of persons of such race, color, [creed] RELIGION, sex, age or national origin in any community, State, section, or other area, or in the available work force in any community, State, section, or other area.

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This subtitle shall not apply to an employer with respect to the employment of aliens outside of the State, or to a religious corporation, association, EDUCATIONAL INSTITUTION or society with respect to the employment of individuals of a particular religion to perform work connected with the carrying on by such corporation, association, EDUCATIONAL INSTITUTION or society of its [religion] activities [or to an educational institution with respect to the