

enterprise; (2) it [shall] IS 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] IS 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] THE 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] THE school, college, university, or other educational institution or institution of learning is directed toward the propagation of a particular religion; and (4) it [shall] IS 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]; HOWEVER, NO 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, religion, sex, age [or], national origin OR PHYSICAL OR MENTAL HANDICAP of [such] THE 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, religion, sex, age [or], national origin OR PHYSICALLY OR MENTALLY HANDICAPPED PERSONS 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, religion, sex, age [or], national origin OR PHYSICALLY OR MENTALLY HANDICAPPED PERSONS 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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(a) It is the policy of the State of Maryland to