

discriminate in any other manner, against any person because of race, creed, color, sex, age, [or] national origin, MARITAL STATUS, OR PHYSICAL OR MENTAL HANDICAP UNRELATED IN NATURE AND EXTENT SO AS TO REASONABLY PRECLUDE THE PERFORMANCE OF THE EMPLOYMENT; provided, however, that no employment practice not unlawful under §§ 17, 18, and 19 of this article shall be deemed as unlawful employment practice by the State.

If the Commission has received reliable information from any individual or individuals, and after a proper investigation by the Commission, it shall be determined by the Commission that an officer or employee of a State agency, department or board has engaged in discrimination in hiring, firing, or any other type of activity against any person because of race, creed, color, sex, age, [or] national origin, MARITAL STATUS, OR PHYSICAL OR MENTAL HANDICAP UNRELATED IN NATURE AND EXTENT SO AS TO REASONABLY PRECLUDE THE PERFORMANCE OF THE EMPLOYMENT, and if the Commission is unsuccessful in resolving the complaint, then the Commission shall report such act to the Governor, and he shall review the case and findings of the Commission. If the Governor is satisfied that an act of discrimination has taken place, he shall remove or suspend [said]THE officer or employee or take such action as he deems appropriate under the circumstances. Provided, however, that any removal, suspension, or other action affecting any officer or employee who is covered by the State merit system shall be subject to all rules and regulations pertaining thereto. The authority of the Commission relating to discrimination in State agencies, boards or departments shall be limited to investigation, conciliation, mediation and reporting to the Governor as provided in this section.

11C.

It is unlawful for any person, business, corporation, partnership, copartnership or association or any other individual, agent, employee, group or firm which is licensed or regulated by the Department of Licensing and Regulations as set out under Article 41, Subtitle 5A, "The Department of Licensing and Regulations," to refuse, withhold from, deny or discriminate against any person the accommodations, advantages, facilities, privileges, sales or services because of the race, sex, creed, color, [or] national origin, MARITAL STATUS, OR PHYSICAL OR MENTAL HANDICAP of any person. Nothing in this section shall be construed or interpreted to prohibit any person, business, corporation, partnership, copartnership, association or any other individual, agent, employee, group or firm which is licensed or regulated by the Department of Licensing and Regulation from the right to refuse, withhold from or deny any person for failure to conform