

MONTGOMERY COUNTY

subjected to an act of discrimination prohibited under this Act shall be entitled to sue for damages, injunction or other civil relief, provided that no such action be commenced until forty-five (45) days after a complaint alleging such act of discrimination has been filed with the commission; to provide for a court stay of such proceeding under certain circumstances; to authorize the commission panel to certify a matter to the County Attorney to seek State or Federal judicial relief on behalf of a person subjected to a violation of this Act and, where appropriate, to seek such relief on behalf of residents of Montgomery County similarly situated; to authorize the County Attorney to originate civil action under certain circumstances; to provide that where complaints allege that Montgomery County or any instrumentality or agency thereof is in violation of any of the provisions of this Act, a complaint may be filed either with the commission, for referral to the County Personnel Board, or, at the discretion of the aggrieved party, directly with a court of competent jurisdiction; to require notices to be posted by employers, employment agencies and labor organizations pertaining to the subject matter of this Act; to require reports and the maintenance of personnel employment records; to authorize the commission's executive secretary to issue subpoenas for the production of any pertinent records in connection with any investigation of a complaint filed under this Act; to authorize the executive secretary or a duly designated representative to interview such persons as may be deemed necessary; to authorize the commission panel to transmit a copy of its findings and a complaint to the appropriate agency or authority when a complaint filed pursuant to this Act is against a person licensed by or doing business under contract with an agency or authority of Montgomery County or the State of Maryland; and to provide penalties for the violation of this Act.

BE IT ENACTED BY THE COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND, that -

Sec. 1. A new Article V is hereby added to Chapter 27, title "Human Relations and Civil Liberties," of the Montgomery County Code 1972, to follow immediately after Article IV thereof, and to read as follows:

ARTICLE V
DISCRIMINATION IN EMPLOYMENT

27-28. DECLARATION OF POLICY.

THE COUNCIL FINDS THAT DISCRIMINATION IN EMPLOYMENT BECAUSE OF RACE, COLOR, RELIGIOUS CREED, ANCESTRY, NATIONAL ORIGIN, AGE, SEX OR MARITAL STATUS ADVERSELY AFFECTS THE HEALTH, WELFARE, PEACE, AND SAFETY OF THE