

~~DISCRIMINATION IN EMPLOYMENT. IN ADDITION THE COMMISSION MAY PROVIDE OTHER NONMONETARY RELIEF TO VICTIMS OF DISCRIMINATION. THE MONETARY AWARD SHALL BE LIMITED TO DIRECT FINANCIAL LOSS RESULTING FROM EMPLOYMENT. IF THE RESPONDENT IS FOUND TO HAVE ENGAGED IN CR TO BE ENGAGING IN AN UNLAWFUL EMPLOYMENT PRACTICE CHARGED IN THE COMPLAINT, THE REMEDY MAY INCLUDE, BUT IS NOT LIMITED TO, REINSTATEMENT OR HIRING OF EMPLOYEES, WITH OR WITHOUT BACK PAY (PAYABLE BY THE EMPLOYER, EMPLOYMENT AGENCY, OR LABOR ORGANIZATION, AS THE CASE MAY BE, RESPONSIBLE FOR THE UNLAWFUL EMPLOYMENT PRACTICE), OR ANY OTHER EQUITABLE RELIEF THAT IS DEEMED APPROPRIATE. THE AWARD OF MONETARY RELIEF SHALL BE LIMITED TO A TWO-YEAR PERIOD, EXCEPT THAT SUCH TWO-YEAR PERIOD SHALL NOT APPLY TO LOSSES INCURRED BETWEEN THE TIME OF THE COMMISSION'S FINAL DETERMINATION AND THE FINAL DETERMINATION BY THE CIRCUIT COURT OR HIGHER APPELLATE COURT, AS THE CASE MAY BE. INTERIM EARNING OR AMOUNTS EARNABLE WITH REASONABLE DILIGENCE BY THE PERSON OR PERSONS DISCRIMINATED AGAINST SHALL OPERATE TO REDUCE THE MONETARY RELIEF OTHERWISE ALLOWABLE. IN CASES OF DISCRIMINATION OTHER THAN THOSE INVOLVING EMPLOYMENT, NON-MONETARY RELIEF MAY BE GRANTED TO THE COMPLAINANT.~~

(f) [If upon all the evidence, the Commission finds that the respondent has not engaged in any such alleged discriminatory act within the scope of the particular subtitle, it shall state its findings of fact and shall similarly issue and file an order dismissing the complaint.] THE PROVISIONS OF SUBSECTION (E) GRANTING THE AUTHORITY TO AWARD MONETARY RELIEF TO A COMPLAINANT SHALL APPLY ONLY TO THOSE COMPLAINTS FILED WITH THE COMMISSION ON OR AFTER JULY 1, 1977.

(j) [If a decision of a hearing tribunal is not unanimous, the aggrieved party may petition within ten days to the remaining members of the Commission for a review of the decision. Such review by the Commission shall be limited to a review of the entire record of proceedings before the hearing tribunal; provided, however, the Commission may order further argument if necessary in making such a review. The Commission, after making such a review, shall affirm, reverse or modify the decision of the hearing tribunal and an appropriate order shall be filed in accordance with this action.] IF UPON ALL THE EVIDENCE, THE HEARING EXAMINER OR THE COMMISSION FINDS THAT THE RESPONDENT HAS NOT ENGAGED IN ANY ALLEGED DISCRIMINATORY ACT WITHIN THE SCOPE OF THE PARTICULAR SUBTITLE, IT SHALL STATE ITS FINDINGS OF FACT AND SHALL SIMILARLY ISSUE AND FILE AN ORDER DISMISSING THE COMPLAINT.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall terminate the terms of office of the members of the Human Relations Commission who were in office on June 30, 1977, but in making the appointment of members of the Commission under the provisions of this Act, wherever possible, the Governor shall give consideration to the