

AN ACT concerning

Human Relations Commission - Monetary Relief

FOR the purpose of altering certain time limitations on the award of monetary relief by the Human Relations Commission in cases of unlawful employment discrimination; ~~and making such time limitations consistent with federal law~~ providing for the application of this Act; and providing for the termination of this Act.

BY repealing and reenacting, with amendments,

Article 49B - Human Relations Commission
Section 11(e)
Annotated Code of Maryland
(1986 Replacement Volume and 1988 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article 49B - Human Relations Commission

11.

(e) If upon all the evidence, the hearing examiner finds that the respondent has engaged in any discriminatory act within the scope of any of these subtitles, the hearing examiner shall so state the findings. The hearing examiner shall issue and cause to be served upon the respondent an order requiring the respondent to cease and desist from the discriminatory acts and to take affirmative action to effectuate the purposes of the particular subtitle. If the respondent is found to have engaged in or 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 30-MONTH period, except that such two-year 30-MONTH 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. ~~NOT ACCRUE FROM A DATE MORE THAN 2 YEARS PRIOR TO THE FILING OF A CHARGE WITH THE COMMISSION.~~ Interim earning or amounts earnable with reasonable diligence by the person or persons discriminated against shall operate to reduce the