

extent so as to reasonably preclude the performance of the employment; or (3) to cause or attempt to cause an employer to discriminate against an individual in violation of this section.

(d) It shall be an unlawful employment practice for any employer, labor organization, or joint labor-management committee controlling apprenticeship or other training or retraining, including on-the-job training programs to discriminate against any individual because of his race, color, religion, sex, age, national origin, marital status, SEXUAL ORIENTATION, or disability unrelated in nature or extent so as to reasonably preclude the performance of the employment in admission to, or employment in, any program established to provide apprenticeship or other training.

(e) It is an unlawful employment practice for an employer, labor organization, or employment agency to print or cause to be printed or published any notice or advertisement relating to employment by the employer or membership in or any classification or referral for employment by the labor organization, or relating to any classification or referral for employment by the agency, indicating any preference, limitation, specification, or discrimination, based on race, color, religion, sex, age, national origin, SEXUAL ORIENTATION, or on the basis of a disability. However, a notice or advertisement may indicate a preference, limitation, specification, or discrimination based on religion, sex, age, national origin or disability when religion, sex, age, national origin or disability is a bona fide occupational qualification for employment.

(f) It is an unlawful employment practice for an employer to discriminate against any of his employees or applicants for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership, because he has opposed any practice made an unlawful employment practice by this subtitle or because he has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this subtitle.

(g) Notwithstanding any other provision of this subtitle, (1) it is not an unlawful employment practice for an employer to hire and employ employees, for an employment agency to classify, or refer for employment any individual, for a labor organization to classify its membership or to classify or refer for employment any individual, or for an employer, labor organization or joint labor-management committee controlling apprenticeship or other training or retraining programs to admit or employ any individual in any such program, on the basis of his religion, national origin or disability in those instances where sex, age, religion, national origin or disability is a bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise; (2) it is not an unlawful employment practice for an employer to establish standards concerning an employee's dress and grooming if the standards are directly related to the nature of the employment of the employee; (3) it is not 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 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