

particular religious corporation, association, or society or if the curriculum of the school, college, university, or other educational institution or institution of learning is directed toward the propagation of a particular religion; and (4) it is not unlawful for an employer, employment agency or labor organization to observe the terms of a bona fide seniority system or any bona fide employee benefit plan such as a retirement, pension or insurance plan, which is not a subterfuge to evade the purposes of this subtitle; however, no employee benefit plan shall excuse the failure to hire any individual.

(h) Nothing contained in this subtitle shall be interpreted to require any employer, employment agency, labor organization, or joint labor-management committee subject to this subtitle to grant preferential treatment to any individual or to any group because of the race, color, religion, sex, age, national origin, SEXUAL ORIENTATION, or disability of the individual or group on account of an imbalance which may exist with respect to the total number or percentage of persons of any race, color, religion, sex, age, national origin, SEXUAL ORIENTATION, or persons with disabilities employed by any employer, referred or classified for employment by any employment agency or labor organization, admitted to membership or classified by any labor agency or labor organization, admitted to membership or classified by any labor organization, or admitted to, or employed in, any apprenticeship or other training program, in comparison with the total number or percentage of persons of such race, color, religion, sex, age, national origin, SEXUAL ORIENTATION, or persons with disabilities in any community, State, section, or other area, or in the available work force in any community, State, section, or other area.

(I) AN EMPLOYER SHALL BE IMMUNE FROM LIABILITY, UNDER THIS ARTICLE OR UNDER THE COMMON LAW, ARISING OUT OF THE EMPLOYER'S REASONABLE ACTS TO VERIFY THE SEXUAL ORIENTATION OF ANY EMPLOYEE OR APPLICANT TAKEN BY THE EMPLOYER IN RESPONSE TO A CHARGE FILED AGAINST THE EMPLOYER ON THE BASIS OF SEXUAL ORIENTATION.

18.

This subtitle shall not apply to:

(1) [an] AN employer with respect to the employment of aliens outside of the State[, or to]; OR

(2) [a] A religious corporation, association, educational institution or society with respect to the employment of individuals of a particular religion OR SEXUAL ORIENTATION to perform work connected with the carrying on by such corporation, association, educational institution or society of its activities.

19.

(a) It is the policy of the State of Maryland to provide for fair housing throughout the State of Maryland, to all its citizens, regardless of race, color, religion, sex, familial status, national origin, marital status, SEXUAL ORIENTATION, or disability; and to that end to prohibit discriminatory practices with respect to