

paralysis, amputation, lack of physical coordination, blindness or visual impairment, deafness or hearing impairment, muteness or speech impediment or physical reliance on a seeing eye dog, wheelchair, or other remedial appliance or device; and any mental impairment or deficiency as, but not limited to, retardation or such other which may have necessitated remedial or special education and related services.

(H) "GENETIC INFORMATION" HAS THE MEANING STATED IN § 27-909(A)(3) OF THE INSURANCE ARTICLE.

(I) "GENETIC TEST" HAS THE MEANING STATED IN § 27-909(A)(5) OF THE INSURANCE ARTICLE.

16.

(a) It shall be an unlawful employment practice for an employer:

(1) To fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to [his] THE INDIVIDUAL'S compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, age, national origin, marital status, GENETIC INFORMATION, or disability ~~OR BECAUSE OF THE INDIVIDUAL'S REFUSAL TO SUBMIT TO A GENETIC TEST OR MAKE AVAILABLE THE RESULTS OF A GENETIC TEST~~ unrelated in nature and extent so as to reasonably preclude the performance of the employment, OR BECAUSE OF THE INDIVIDUAL'S REFUSAL TO SUBMIT TO A GENETIC TEST OR MAKE AVAILABLE THE RESULTS OF A GENETIC TEST; [or]

(2) To limit, segregate, or classify [his] ITS employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect [his] THE INDIVIDUAL'S status as an employee, because of the individual's race, color, religion, sex, age, national origin, marital status, GENETIC INFORMATION, or disability ~~OR BECAUSE OF THE INDIVIDUAL'S REFUSAL TO SUBMIT TO A GENETIC TEST OR MAKE AVAILABLE THE RESULTS OF A GENETIC TEST~~ unrelated in nature and extent so as to reasonably preclude the performance of the employment, OR BECAUSE OF THE INDIVIDUAL'S REFUSAL TO SUBMIT TO A GENETIC TEST OR MAKE AVAILABLE THE RESULTS OF A GENETIC TEST; OR

(3) TO REQUEST OR REQUIRE GENETIC TESTS OR GENETIC INFORMATION AS A CONDITION FOR HIRING OR DETERMINING BENEFITS.

(b) It shall be an unlawful employment practice for an employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of [his] THE INDIVIDUAL'S race, color, religion, sex, age, national origin, marital status, or disability unrelated in nature and extent so as to reasonably preclude the performance of the employment, or to classify or refer for employment any individual on the basis of [his] THE INDIVIDUAL'S race, color, religion, sex, age, national origin, marital status, or disability unrelated in nature and extent so as to reasonably preclude the performance of the employment.

(c) It shall be an unlawful employment practice for a labor organization: (1) to exclude or to expel from its membership, or otherwise to discriminate against, any