

(i) engaged in the business of lending money, guaranteeing loans, extending credit, securing bonds, or providing venture or equity capital; or

(ii) that offers financial services in connection with State projects or the administration of State government.

(2) "Financial institution" includes banks, savings and loans, venture capital companies, insurance companies, bonding companies, mortgage companies, credit unions, and brokers.

[(k)] "Office" means the Office of the Executive Director of the Maryland Human Relations Commission or the Executive Director's designee.]

[(l)] (M) "Party" means:

(1) the person who has filed a complaint under this title;

(2) the respondent business entity that has been alleged to have violated this title; and

(3) the [office] **COMMISSION** that is responsible for investigating the complaint and rendering the initial findings.

[(m)] (N) "Retaliate" means to take any action that has a material negative effect against any person, business or other entity for reporting any incident of discrimination, testifying as a witness at a hearing, or providing requested assistance to [the Office] **COMMISSION STAFF** in any investigation of an incident of discrimination under this title.

[(n)] (O) "Services" includes construction, real estate development, financial, insurance, professional, and other services.

[(o)] (P) "State subcontract" means an agreement for the provision of goods or the performance of a particular portion of work to be performed under a contract with the State, where:

(1) the party providing the goods or services is on reasonable notice that the work is to be performed under a State contract; and

(2) the amount to be paid for such [service] **GOODS AND SERVICES** is material with respect to the overall amount of the contract.

[(p)] (Q) "State subcontractor" means the party providing goods or services under a State subcontract.