

- (1) additional investigation of the complaint;
- (2) the Commission's adoption of the initial findings rendered by [the Office] COMMISSION STAFF;
- (3) imposition of sanctions;
- (4) imposition of remedies; or
- (5) other action consistent with this title.

(e) In determining appropriate action on a discrimination claim, the Commission may take into account any evidence provided or uncovered in the course of the investigation regarding:

- (1) the impact of the discrimination on affected parties;
- (2) the impact of any authorized remedy on the State or any other party;
- (3) actions taken by the respondent business entity to remedy the alleged discrimination;
- (4) the effectiveness of any prior attempts by the respondent business entity to remedy the discrimination;
- (5) whether the respondent business entity has procured goods or services from or otherwise engaged in business with persons or entities of the same protected class as the complainant to an extent sufficient to demonstrate that the respondent business entity has not discriminated against such protected class in the overall context of its business;
- (6) the number and scope of prior violations of this policy by the respondent business entity; and
- (7) any other evidence determined to be relevant by the Commission.

(f) (1) Except as provided in paragraph (2) of this subsection, the Commission shall make the initial findings and issue recommendations for appropriate action within 120 calendar days of the receipt of the complaint.

- (2) The Commission may[: