

[(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.

19-106.

(a) Any person may file an administrative complaint with the Commission within the limitations period set forth in § 19-101(c) of this title stating facts showing or tending to show that a business entity has within the preceding 4-year period engaged in discrimination or retaliation [against that person] in violation of this title.

(b) Within 10 business days, the Commission shall notify the business entity against whom the complaint was filed that a complaint has been received.