

CHAPTER 365

(House Bill 355)

AN ACT concerning

**Maryland Human Relations Commission – Monetary Relief**

FOR the purpose of altering certain time limitations on the award of monetary relief by the Maryland Human Relations Commission in cases of unlawful employment discrimination; prohibiting a monetary award for certain losses; making such time limitations consistent with federal law; removing a certain sunset provision applicable to certain monetary relief; providing for the effective date of this Act; and generally relating to the Maryland Human Relations Commission.

BY repealing and reenacting, with amendments,  
Article 49B – Human Relations Commission  
Section 11(e) ~~and 26~~  
Annotated Code of Maryland  
(1986 Replacement Volume and 1990 Supplement)

BY repealing and reenacting, with amendments,  
Chapter 393 of the Acts of the General Assembly of 1989  
Section 2

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

**Article 49B – Human Relations Commission**

11.

(e) If upon all the evidence, the hearing examiner finds that the respondent has engaged in any discriminatory act within the scope of any of these subtitles, the hearing examiner shall so state the findings. The hearing examiner shall issue and cause to be served upon the respondent an order requiring the respondent to cease and desist from the discriminatory acts and to take affirmative action to effectuate the purposes of the particular subtitle. If the respondent is found to have engaged in or to be engaging in an unlawful employment practice charged in the complaint, the remedy may include, but is not limited to, reinstatement or hiring of employees, with or without back pay (payable by the employer, employment agency, or labor organization, as the case may be, responsible for the unlawful employment practice), or any other equitable relief that is deemed appropriate. ~~{The award of monetary relief shall be limited to a 30-month 36-MONTH period, except that such 30-month 36-MONTH period shall not apply to. THE COMPLAINANT MAY NOT BE AWARDED MONETARY RELIEF FOR~~ losses incurred between the time of the Commission’s final determination and the final determination by the circuit court or higher appellate court, as the case may be.} Interim earning or amounts earnable with reasonable diligence by the person or persons discriminated against shall operate to reduce the monetary relief otherwise allowable. In cases of