

3-308. PROHIBITED ACTS; PENALTIES.

(A) PROHIBITED ACTS OF EMPLOYER.

AN EMPLOYER MAY NOT:

- (1) WILLFULLY VIOLATE ANY PROVISION OF THIS SUBTITLE;
- (2) HINDER, DELAY, OR OTHERWISE INTERFERE WITH THE COMMISSIONER OR AN AUTHORIZED REPRESENTATIVE OF THE COMMISSIONER IN THE ENFORCEMENT OF THIS SUBTITLE;
- (3) REFUSE ENTRY TO THE COMMISSIONER OR AN AUTHORIZED REPRESENTATIVE OF THE COMMISSIONER INTO A PLACE OF EMPLOYMENT THAT THE COMMISSIONER IS AUTHORIZED UNDER THIS SUBTITLE TO INSPECT; OR
- (4) DISCHARGE OR OTHERWISE DISCRIMINATE AGAINST AN EMPLOYEE BECAUSE THE EMPLOYEE:
  - (I) MAKES A COMPLAINT TO THE EMPLOYER, THE COMMISSIONER, OR ANOTHER PERSON;
  - (II) BRINGS AN ACTION UNDER THIS SUBTITLE OR A PROCEEDING THAT RELATES TO THE SUBJECT OF THIS SUBTITLE OR CAUSES THE ACTION OR PROCEEDING TO BE BROUGHT; OR
  - (III) HAS TESTIFIED OR WILL TESTIFY IN AN ACTION UNDER THIS SUBTITLE OR A PROCEEDING THAT RELATES TO THE SUBJECT OF THIS SUBTITLE.

(B) PROHIBITED ACTS OF EMPLOYEE.

AN EMPLOYEE MAY NOT:

- (1) MAKE A GROUNDLESS OR MALICIOUS COMPLAINT TO THE COMMISSIONER OR AN AUTHORIZED REPRESENTATIVE OF THE COMMISSIONER;
- (2) IN BAD FAITH, BRING AN ACTION UNDER THIS SUBTITLE;
- (3) IN BAD FAITH, BRING A PROCEEDING THAT RELATES TO THE SUBJECT OF THIS SUBTITLE; OR
- (4) IN BAD FAITH, TESTIFY IN AN ACTION UNDER THIS SUBTITLE OR A PROCEEDING THAT RELATES TO THE SUBJECT OF THIS SUBTITLE.

(C) ACTION BY COMMISSIONER.

THE COMMISSIONER MAY BRING AN ACTION FOR INJUNCTIVE RELIEF AND DAMAGES AGAINST A PERSON WHO VIOLATES SUBSECTION (A)(1) OR (4) OR SUBSECTION (B)(1), (3), OR (4) OF THIS SECTION.