

relevant or necessary for the proceedings of the Commission, the court may issue an order requiring the attendance and testimony of the witness and the production of the books, papers, records and documents.

(iii) Any failure to obey such an order of the court may be punished by the court as a contempt thereof.

(iv) An order issued by the court under this subsection shall be served on the person to whom it is directed by the sheriff or deputy sheriff of the political subdivision where the residence or main office of the person is located.

(e) (1) If, after reviewing all of the evidence, the administrative law judge finds that the respondent has engaged in any discriminatory act within the scope of this article, the administrative law judge shall so state the findings.

(2) The administrative law judge 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.

(3) 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:

(i) Enjoining the respondent from engaging in the discriminatory act;

(ii) Ordering appropriate affirmative relief, including the reinstatement or hiring of employees, with or without back pay;

(iii) Awarding compensatory damages; or

(iv) Ordering any other equitable relief the court considers appropriate.

(4) Compensatory damages awarded under this subsection are in addition to:

(i) Back pay or interest on back pay that the complainant may recover under any other provision of law; and

(ii) Any other equitable relief that a complainant may recover under any other provision of law.