

Office of the Statewide EEO Coordinator EEO Connection Newsletter

Volume 1—Issue 2
April 2024 – June 2024

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Statewide EEO Coordinator’s Message

Recently, the Office of the Statewide EEO Coordinator hosted an EEO Panel Discussion that featured professionals from the Department of Labor’s Office of Fair Practices and Human Resources office. Special thanks to Aaron Jacobs, Director of Human Resources, Yvette Dickens, Director of the Office of Fair Practices, and Robert Goodman, Deputy Director of the Office of Fair Practices, for serving as panel members. These professionals discussed how the work of Fair Practices and Human Resources intersect and the collaboration needed to ensure compliance with laws, policies, and procedures when their work overlaps. It was evident during the panel discussion that these professionals have established effective communication and designed processes that enable them to work independently and collaboratively when needed to get their jobs done. This session was well received by attendees, who expressed appreciation for hearing from colleagues they can directly relate to. This served as a reminder to the OSEEOC team of the importance of fostering an inclusive statewide EEO community. This professional development session and many others were offered because of the feedback our office received from the statewide EEO community. Your feedback is valuable and will continue to be utilized as we identify future sessions to offer. We are committed to fostering an inclusive environment that will benefit all professionals, state government wide.

With that said, turn to page 4 and read about the January 2024 EEO Group meeting that was hosted for statewide EEO professionals. On page 5, read about the Toolkit for Fair Practices Officers, EEO Officers and ADA Coordinators that has been added to the OSEEOC webpage. On page 12, read about the jury awarding \$1.675 million in an EEOC disability discrimination case against McLane Northeast. In honor of National Mental Health Awareness, view the video on the mental health checklist: 10 tips for good mental health and several other resources. Read pages 19 and 20 about upcoming meetings and training scheduled for April, May, and June. That’s not all: turn the page to read more.

Nicole Webb
Statewide EEO Coordinator

Office of the Statewide EEO Coordinator

Mission

- ◆ Administer and enforce state and federal equal employment opportunity laws and policies.
- ◆ Promote a work environment free of any unlawful discrimination, harassment, and retaliation.
- ◆ Assist in building a well-diversified workforce for Maryland State Government employees and job applicants.



Ask the OSEEOC Team

Q: How often should my agency's EEO plan be updated?

OSEEOC Answer: The Fair Practices Officer is responsible for ensuring that their agency has an updated EEO plan published annually. An EEO Plan template can be found in the [Toolkit for Fair Practices Officers, EEO Officers, and ADA Coordinators tab](#) within the [OSEEOC webpage](#).

Q: Do complaints investigated in accordance with the [State of Maryland Bullying in the Workplace Policy](#) receive appeal rights to the OSEEOC?

OSEEOC Answer: Bullying complaints that do not allege a protected status as the basis are not eligible for appeal to the OSEEOC. However, if a bullying complaint alleges a protected status as the basis, the bullying complaint should be investigated in accordance with [SPP §5-211](#) and appeal rights to the OSEEOC should be afforded in addition to external filing rights with the United States Equal Employment Opportunity Commission (EEOC) and the Maryland Commission on Civil Rights (MCCR).

Q: As the Fair Practices Officer, EEO Officer, or ADA Coordinator, what can I do to proactively prepare my agency for a timely submission of its Annual EEO Report to the OSEEOC for FY2024 (July 1, 2023 to June 30, 2024)?

OSEEOC Answer: With Fiscal Year (FY) 2024 ending on June 30, 2024, you can begin to prepare your agency for its Annual EEO Report by doing the following before the October 15, 2024 submission deadline: **1.** Meet with leadership in your respective Human Resources Unit and coordinate an agencywide message to disseminate to employees reminding them of the added “non-binary” gender code in Workday and encourage them to ensure that their gender and race are accurately captured in Workday by June 30, 2024; **2.** Ensure that you are tracking ADA requests and EEO complaints and verifying the basis, issue and dispositions are captured accurately; **3.** Ensure that agencywide Sexual Harassment Prevention Training (SHPT) is being conducted and tracked in accordance with [SPP §2-203.1](#) and that all related training presentations/materials are updated; **4.** Review your FY 2024 EEO Program Goals to assess progress and identify what can be done in the remaining months of the fiscal year to yield positive results that meet your program's goals.

Do you have a question that you would like featured in the next *Ask the OSEEOC Team*?
If so, email your question to oseeoc.dbm@maryland.gov by June 1, 2024.

EEO Spotlight

2024 EEO Group Meeting Highlights

The Office of the Statewide Equal Employment Opportunity Coordinator (OSEEOC) hosted an EEO Group Meeting on February 1, 2024. Fair Practices Officers, EEO Officers, ADA Coordinators, and Human Resource Professionals from across state government agencies were in attendance. This particular meeting occurs twice each year. The purpose of the meeting was for the OSEEOC to provide updates regarding the statewide EEO program, upcoming legislative changes, and other information pertinent to the enhancement of state government agencies' EEO programs.

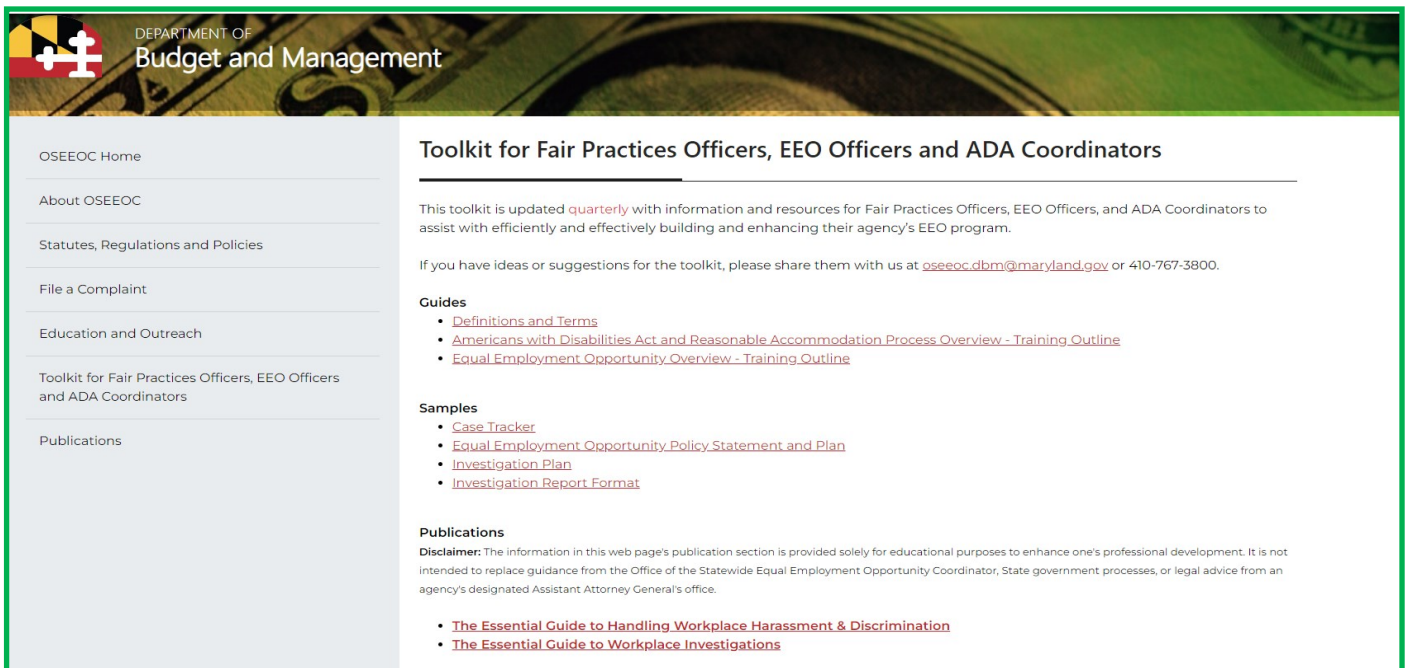
The meeting began with a warm welcome from Adrienne Munroe, EEO Program Manager, Maryland Department of Transportation (MDOT). Nicole Webb, Statewide EEO Coordinator and Denise Bean, Senior EEO Compliance Officer, Department of Budget and Management (DBM) provided important EEO updates, followed by Danielle Miller, Assistant Attorney General, DBM shared OAG's collaboration with DBM as well as the importance of confidentiality. Also, Nora Walker, Assistive Technology and Public Health Coordinator, Maryland Department of Disabilities (MDOD), presented on how MDOD can accommodate employees that require assistive technology to perform the essential functions of their job. Last, the Statewide EEO Coordinator discussed highlights and takeaways from the recently published [Annual Statewide EEO Report](#). The next EEO Group Meeting is scheduled for June 14, 2024.



EEO Spotlight

Toolkit for Fair Practices Officers, EEO Officers, and ADA Coordinators

The OSEEOC is pleased to announce that the Toolkit for Fair Practices Officers, EEO Officers, and ADA Coordinators went live on our [webpage](#) on February 8, 2024. The toolkit includes resources designed to assist EEO professionals within the Maryland State Government with building efficient and effective EEO Programs. Check it out here: <https://dbm.maryland.gov/eoo/Pages/EEOFairPracCorner.aspx>



The screenshot shows the OSEEOC website page. The header includes the Department of Budget and Management logo and name. The main content area is titled "Toolkit for Fair Practices Officers, EEO Officers and ADA Coordinators". It features a navigation sidebar on the left with links to Home, About OSEEOC, Statutes, Regulations and Policies, File a Complaint, Education and Outreach, Toolkit for Fair Practices Officers, EEO Officers and ADA Coordinators, and Publications. The main content area includes an introduction, contact information, and sections for Guides, Samples, and Publications.

DEPARTMENT OF Budget and Management

OSEEOC Home

About OSEEOC

Statutes, Regulations and Policies

File a Complaint

Education and Outreach

Toolkit for Fair Practices Officers, EEO Officers and ADA Coordinators

Publications

Toolkit for Fair Practices Officers, EEO Officers and ADA Coordinators

This toolkit is updated **quarterly** with information and resources for Fair Practices Officers, EEO Officers, and ADA Coordinators to assist with efficiently and effectively building and enhancing their agency's EEO program.

If you have ideas or suggestions for the toolkit, please share them with us at oseeoc.dbm@maryland.gov or 410-767-3800.

Guides

- [Definitions and Terms](#)
- [Americans with Disabilities Act and Reasonable Accommodation Process Overview - Training Outline](#)
- [Equal Employment Opportunity Overview - Training Outline](#)

Samples

- [Case Tracker](#)
- [Equal Employment Opportunity Policy, Statement and Plan](#)
- [Investigation Plan](#)
- [Investigation Report Format](#)

Publications

Disclaimer: The information in this web page's publication section is provided solely for educational purposes to enhance one's professional development. It is not intended to replace guidance from the Office of the Statewide Equal Employment Opportunity Coordinator, State government processes, or legal advice from an agency's designated Assistant Attorney General's office.

- [The Essential Guide to Handling Workplace Harassment & Discrimination](#)
- [The Essential Guide to Workplace Investigations](#)



EEO Spotlight



The Office of the Statewide EEO Coordinator extends a huge congratulations to Mikel Hicks, Director of Fair Practices for the Maryland Department of Veterans Affairs. In honor of Women's History Month, Mikel was awarded the 2024 Michelle Obama Award by Anne Arundel County for her work and contributions to Equal Employment Opportunity.

EEO Spotlight

EEOC Releases Annual Performance Report for Fiscal Year 2023

Agency Recovers \$665 Million for Workers; a Nearly 30% Increase for Workers Over Fiscal Year 2022

On March 11, 2024, The U.S. Equal Employment Opportunity Commission (EEOC) released its [report on the agency's performance](#) during fiscal year (FY) 2023, covering Oct. 1, 2022, through Sept. 30, 2023.

In line with its [strategic plan](#) and [strategic enforcement plan](#), the agency's performance during FY 2023 reflects both an increased demand for its services and significant remedies for workers who suffered discrimination. This includes handling more than 522,000 calls from the public through the agency contact center and a 10% increase in receipts of private sector charges of discrimination, while recovering more than \$665 million on behalf of victims of discrimination.

“The EEOC, created in the crucible of the civil rights struggles of the 1960s, continues to advance its mission of equal employment opportunity for all in this 60th anniversary year of the Civil Rights Act of 1964,” said EEOC Chair Charlotte A. Burrows. “For nearly six decades, the EEOC has been entrusted with the clear mission of preventing and remedying discrimination in our nation's workplaces. That legacy and our ongoing work are vitally important as we rebuild the economy to work for everyone and fulfill our nation's promise of equal justice for all.”

Read the full article here: <https://www.eeoc.gov/newsroom/eeoc-releases-annual-performance-report-fiscal-year-2023>



Noteworthy Ruling

EEOC Sues Sis-Bro, Inc. for Gender Identity Discrimination and Harassment

Sis-Bro, Inc., a hog farm in New Athens, Illinois, violated federal law when it allowed an employee to be harassed because of her sex and gender identity, forcing her to quit, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit .

According to the lawsuit, the targeted employee, who was a high performer, began her transition in 2018. From that time, Sis-Bro’s co-owner made frequent, derogatory comments about the targeted employee’s gender identity; the co-owner refused to call the targeted employee by her name and referred to her by her former name; repeatedly told her she was “a guy”; and criticized her use of employer-provided health insurance and leave for gender affirming care.

Further, Sis-Bro failed to stop aggressive sexual harassment by a fellow employee. Beginning in October 2020, a newly hired employee exposed his genitals to the targeted employee, touched her breasts on one occasion, attempted to touch her breasts on other occasions and made frequent unwanted comments and sexual advances towards her. Much of this behavior occurred openly in the presence of other employees. Sis-Bro did not have a policy for reporting harassment. Despite this, at least one employee reported the harassment to the co-owner, but the co-owner did not take any steps to address the harassment. This behavior continued until the targeted employee was forced to quit.

Read the full article here: <https://www.eeoc.gov/newsroom/eeoc-sues-sis-bro-inc-gender-identity-discrimination-and-harassment>



Noteworthy Ruling

EEOC Sues Ephraim McDowell Health For Sex Discrimination And Retaliation

Ephraim McDowell Health, Inc. (EMH), headquartered in Danville, Kentucky, violated federal law by denying a female employee a promotion because of her sex and retaliated against her after she filed a discrimination charge, the U.S Equal Employment Opportunity Commission (EEOC) charged in a lawsuit.

According to the EEOC's lawsuit, the employee was told by EMH's CEO that she would not be selected for an administrator position at its Fort Logan Hospital in Stanford, Kentucky because of her sex, based on the CEO's belief that men work better with men and that it was best to have a male in that position. Ultimately, a male employee who did not meet the existing education requirements was promoted to the administrator position. The female employee, who met all qualifications for the administrator position, including the educational requirements, was instead appointed to a lower-paying position that reported to the newly promoted male.

The EEOC further charged that after the female employee filed a discrimination charge with the EEOC, EMH retaliated against her and ultimately fired her.

Read the full article here: <https://www.eeoc.gov/newsroom/eeoc-sues-ephraim-mcdowell-health-sex-discrimination-and-retaliation>



Noteworthy Ruling

Trinity Health-Michigan to Pay \$50,000 to Settle EEOC Religious Discrimination Lawsuit

Hospital Unlawfully Refused Applicant's Request for Religious Exemption from Flu Shot Requirement and Rescinded Offer of Employment

Trinity Health Grand Rapids, formerly known as Mercy Health St. Mary's, a hospital and member of the Trinity Health-Michigan health system, agreed to pay \$50,000 and provide other relief to settle a religious discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC).

According to the EEOC's lawsuit, Trinity Health violated Title VII of the Civil Rights Act of 1964 by rescinding a job offer to an applicant who, for religious reasons, refused to receive a flu vaccine. Under Trinity Health's influenza policy, which has since been rescinded, employees were required to get a flu shot on an annual basis unless granted an exemption. While the applicant's conditional job offer for the position of business-office coordinator was pending, he applied for an exemption to the flu-shot requirement based on his religious beliefs. Trinity unlawfully denied his request and rescinded the job offer, the EEOC said. Such alleged conduct violated Title VII of the Civil Rights Act of 1964, which prohibits religious discrimination.

Read the full article here: <https://www.eeoc.gov/newsroom/trinity-health-michigan-pay-50000-settle-eeoc-religious-discrimination-lawsuit>



Noteworthy Ruling

T.C. Wheelers to Pay \$25,000 to Settle EEOC Sex Harassment Lawsuit

Federal Agency Charged that a Transgender Cook at Tonawanda Pizzeria was subjected to a Hostile Work Environment Based on Gender Identity

T.C. Wheelers, Inc., a restaurant that operates as T.C. Wheelers Bar & Pizzeria in Tonawanda, New York, has agreed to pay \$25,000 and provide other relief to settle a sex-based harassment lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced January 22, 2024.

According to the EEOC's lawsuit, the owners and staff of the restaurant verbally harassed Quinn Gambino, a transgender man, by making crude and derogatory references to his transgender status, including telling him that he "wasn't a real man," and asking invasive questions about his transition and genitalia.

The EEOC also alleged that the owners repeatedly and intentionally misgendered Gambino by using female pronouns and failed to correct the behavior of employees and customers who did the same. Although the employee reported the harassment to his manager on several occasions, the behavior continued until the employee was compelled to resign. Such alleged conduct violates Title VII of the Civil Rights Act of 1964, which prohibits sex discrimination, including that based on gender identity and gender expression.

Read the full article here: <https://www.eeoc.gov/newsroom/tc-wheelers-pay-25000-settle-eeoc-sex-harassment-lawsuit>



Jury Awards \$1.675 Million in EEOC Disability Discrimination Case Against McLane Northeast

Federal Agency Charged that Syracuse-Area Distribution Company Refused to Interview and Hire a Qualified Deaf Applicant for Two Warehouse Jobs

A seven-person jury in Syracuse, New York returned a verdict this afternoon to resolve a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced on February 8, 2024. The jury awarded \$1.675 million to the discrimination victim in the case.

After a 3 ½-day trial, the jury found, following just two hours of deliberation, that McLane Northeast, a distribution company with a large facility in Baldwinsville, New York, violated the Americans with Disabilities Act (ADA) by first refusing to interview a Deaf candidate in whom the company had interest once the company learned that the candidate was disabled. Then the company further violated the ADA by refusing to hire the candidate for the two entry-level warehouse jobs that she applied for, the EEOC said. The jury awarded the Deaf applicant \$25,000 in back pay, \$150,000 in emotional distress damages, and \$1.5 million in punitive damages.

Read the full article here: <https://www.eeoc.gov/newsroom/jury-awards-1675-million-eeoc-disability-discrimination-case-against-mclane-northeast>



Omaha Hospitality Group to Pay \$100,000 to Resolve EEOC Disability Discrimination Lawsuit

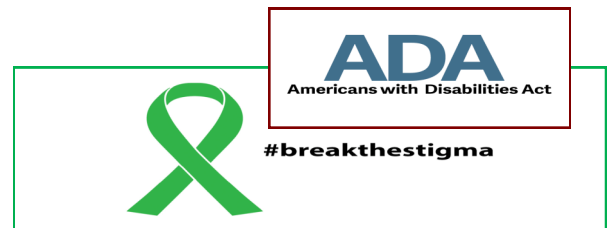
Settles Federal Charges Hotel Owners Fired General Manager after he Checked himself into Hospital for Treatment of Depression

The owners and operators of a hotel in Omaha, Nebraska, have agreed to pay \$100,000 to a former general manager and furnish other relief to settle a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced on December 28, 2023.

According to the suit, the general manager worked at the Holiday Inn Express & Suites – Omaha Downtown, which is owned and operated by Anant Enterprises, L.L.C.; Anant Operations, Inc.; and Farnam Lodging, L.L.C. (collectively Anant). In the fall of 2019, the general manager advised his direct supervisor, Anant’s V.P. of Operations, that he was going to be away from work because he was going to the hospital for treatment for depression. Two days later, on the same day the general manager was discharged from the hospital, his supervisor told him he was fired because the company was afraid he might hurt other people.

Such alleged conduct violates the Americans with Disabilities Act (ADA), which prohibits discrimination based on disability. The EEOC filed suit (EEOC v. Anant Enterprises, L.L.C., et al., Civil Action No. 8:22-cv-345) in U.S. District Court for the District of Nebraska after first attempting to reach a pre-litigation settlement via its conciliation process.

Read the full article here: <https://www.eeoc.gov/newsroom/omaha-hospitality-group-pay-100000-resolve-eeoc-disability-discrimination-lawsuit-0>



Library Hotel to Pay \$42,000 to Settle EEOC Disability Discrimination Lawsuit

Settles Federal Charges that Hotel failed to Accommodate Front Desk Worker with a Stool or Chair

299 Madison Ave. LLC, doing business as Library Hotel, a luxury boutique hotel in New York City, will pay \$42,000 to a former front desk employee to resolve a disability discrimination lawsuit filed pursuant to the Americans with Disabilities Act (ADA) by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced on January 25, 2024.

According to the EEOC's lawsuit, a guest services agent for the hotel submitted medical support for, and requested use of a chair or stool as an accommodation for the employee's disability, which made standing for prolonged periods of time difficult.

Library Hotel denied the request based on its policy that guest services agents must stand at all times, and instead offered insufficient and undesirable alternative accommodations. The employee attempted to continue to work without the accommodation, but was forced to resign in light of a continuing deterioration of the employee's physical health.

Read the full article here: <https://www.eeoc.gov/newsroom/library-hotel-pay-42000-settle-eeoc-disability-discrimination-lawsuit>

**Reasonable
Accommodation**
in the workplace

Mead Johnson to Make \$15,000 Charitable Donation to Resolve EEOC Disability Lawsuit after Death of Charging Party

Baby Formula Manufacturer Refused to Reasonably Accommodate Employee with Work-Hardening Program or Additional Leave

Mead Johnson & Company, a manufacturer of baby formula, will make a \$15,000 donation to the American Cancer Society and provide other relief to settle a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced on March 12, 2024. The settlement was reached after the employee who the EEOC alleged was denied a reasonable accommodation, Nancy Driesenga, passed away unexpectedly due to reasons unrelated to the claims at issue.

According to the EEOC's lawsuit, after Driesenga underwent major foot and ankle surgery in July of 2020 that was complicated by a post-operative infection, she requested a reasonable accommodation in the form of a six-week, work-hardening program—a doctor-recommended work schedule that would have allowed her to gradually work more hours until she reached full-length shifts. After this request was denied, she requested an additional 17 days of leave until she could return to work without restrictions. Instead, Mead Johnson gave her position away, forced her onto unpaid leave for five weeks, and then forced her to accept a less desirable position.

Such alleged conduct violates the American with Disabilities Act of 1990 (ADA), which prohibits discrimination based on disability. The EEOC filed suit in the U.S. District Court for the Western District of Michigan (EEOC v. Mead Johnson Nutrition Company, Case No. 1:23-cv-454) on May 3, 2023, after first attempting to reach a pre-litigation settlement through its conciliation process.

Read the full article here: <https://www.eeoc.gov/newsroom/mead-johnson-make-15000-charitable-donation-resolve-eeoc-disability-lawsuit-after-death>



Diversity Corner

Mental Health Checklist: 10 Tips for Good Mental Health



In this webinar presented by the Maryland Department of Health Behavioral Health Administration and The Maryland State Medical Society (MedChi), you will learn ways to create mental health goals and 10 action steps to manage your mental health.

To view the webinar, click: <https://www.youtube.com/watch?v=dhn5JAw62jI>

Additional Resources:

- ⇒ <https://dbm.maryland.gov/employees/supervisors/pages/employeeassistanceprogram.aspx>
- ⇒ <https://dbm.maryland.gov/employees/pages/eap.aspx>
- ⇒ <https://health.maryland.gov/bha/Pages/Index.aspx>
- ⇒ <https://www.mhanational.org/mental-health-month>
- ⇒ <https://988helpline.org/>
- ⇒ <https://askjan.org/>
- ⇒ <https://www.samhsa.gov/mental-health/myths-and-facts>
- ⇒ <https://www.nami.org/Get-Involved/Awareness-Events/Mental-Health-Awareness-Month>
- ⇒ <https://www.cdc.gov/mentalhealth/learn/index.htm>
- ⇒ <https://www.who.int/news-room/fact-sheets/detail/mental-health-strengthening-our-response>

Diversity Corner

Why Businesses Must be Fearless with Disability Inclusion



Image retrieved from: <https://fearlessindependence.com/about/>

In this TedTalk, Delaina Parrish discusses the importance of employers acknowledging that “Disability Inclusion is Diversity Inclusion” in the workplace as college graduates with disabilities seek meaningful careers in their respective fields.

Delaina Parrish is a Florida native and a 2020 Business School (Marketing) graduate from the University of Florida, with an emphasis in retailing and entrepreneurship. As a multi-dimensional influencer with Cerebral Palsy, she leverages her voice on statewide, national, and global platforms to break down barriers for the disability community and their allies. By combining her lived experience with her education, Delaina lives to challenge convention for the betterment of society and business.” (fearlessindependence.com)

To view this Ted Talk, click: <https://www.youtube.com/watch?v=qOLUtU7sjm0>

2024 Diversity Calendar

April 2024

*Arab-American Heritage Month * Autism Awareness Month * Celebrate Diversity Month
* Paralyzed Veterans Awareness Month * Sexual Assault Awareness Month*

| | |
|-------------|----------------------------|
| April 2 | World Autism Awareness Day |
| April 22 | Earth Day |
| April 22-30 | Passover |
| April 26 | World Visibility Day |

May 2024

*ALS Awareness Month * Jewish-American Heritage Month * Haitian Heritage Month
Mental Health Awareness Month * Indian Heritage Month
National Asian American and South Pacific Islander Heritage Month*

| | |
|--------|---|
| May 5 | Cinco de Mayo |
| May 5 | Yom HaShoah |
| May 17 | International Day Against Homophobia, Transphobia, and Biphobia |
| May 27 | Memorial Day (State Office's Closed) |

June 2024

*Pride Month * National Caribbean American Heritage Month
Alzheimer's and Brain Awareness Month*

| | |
|---------|---|
| June 5 | World Environment Day |
| June 12 | Loving Day |
| June 18 | International Day of Countering Hate Speech |
| June 19 | Juneteenth (State Office's Closed) |
| June 20 | World Refugee Day |
| June 28 | Pride Day |

Meetings and Trainings

April 2024

Statewide EEO Program Overview – Webinar

Presented by: Office of the Statewide EEO Coordinator

Date: Wednesday, April 10, 2024

Time: 10:00am– 11:30am

Link to register: <https://forms.gle/fZF4eYp9RwrjtLUi9>

Maryland Whistleblower Law Information Session – Webinar

Presented by: Office of the Statewide EEO Coordinator

Date: Wednesday, April 24, 2024

Time: 10:00am– 11:30am

Link to register: <https://forms.gle/sFdur2MECgCVtfWq9>

May 2024

ADA & Beyond Compliance Strategies for Engaging in the Accommodation Process– Webinar

Presented by: Job Accommodation Network (JAN)

Date: Thursday, May 2, 2024

Time: 10:00am– 11:30am

Link to register: <https://forms.gle/yrdxuk2PtRjTrW7a7>

Division of Classification and Salary Overview– Webinar

Presented by: Department of Budget and Management, Classification and Salary Division

Date: Thursday, May 16, 2024

Time: 10:00am-11:30am

Link to register: <https://forms.gle/idpmzTDdiRVCRbMX6>

June 2024

Maryland Commission on LGBTQIA+ Affairs: Recommendations and Best Practices for Inclusion– Webinar

Presented by: Jeremy Browning, Director, Maryland Commission on LGBTQIA+ Affairs

Date: Wednesday, June 12, 2024

Time: 1:00pm- 2:00pm

Link to Register: <https://forms.gle/m7Fdf694uLJ5UAYb6>

Meetings and Trainings

June 2024

Statewide EEO Professionals Group Meeting (In-Person Meeting)

Presented by: Office of the Statewide EEO Coordinator

Date: Friday, June 14, 2024

Time: 10:00am– 12:30pm

Location: provided upon registration

Link to register: <https://forms.gle/NSWNCuEV86tYKpz8>

***a minimum of one person from each EEO office within MD State Government is encouraged to attend.**

Sexual Harassment Prevention Training Train-the-Trainer (Virtual two-day course)

Presented by: The Maryland Commission on Civil Rights (MCCR)

Date: Wednesday, June 26, 2024– Thursday, June 27, 2024

Time: 9:00am– 3:00pm each day

Link to Register: <https://forms.gle/6EaZD9Nqa3YwGqsZ6>

***Registration limited to 40 people**

Note: This two-day course is mandatory for a State of MD Government employee that is designated to facilitate Sexual Harassment Prevention Training at their respective State agency.

Sexual Orientation and Gender Identity: Creating a Welcoming and Safe Workplace– (In-Person Training)

Presented by: Keith Merkey, EEO Training Coordinator, Maryland Department of Labor
Jessica Binstock, EEO Officer and ADA Coordinator, Maryland Food Center Authority

Date: Friday, June 28, 2024

Time: 10:00am– 12:30pm

Location: Provided upon Registration

Link to Register: <https://forms.gle/FsVN7B46V1kxXYco8>

Resources for EEO Professionals

Division of Rehabilitation Services (DORS)

<https://dors.maryland.gov/Pages/default.aspx>

Department of Labor

<http://www.dol.gov/>

Employee Assistance Program (EAP)

<http://www.dbm.maryland.gov/employees/Pages/EAP.aspx>

Equal Employment Opportunity Commission (EEOC)

<http://www.eeoc.gov/>

Job Accommodation Network (JAN)

<https://askjan.org/>

Maryland Commission on Civil Rights (MCCR)

<http://mccr.maryland.gov/>

Society for Human Resource Management (SHRM)

<http://www.shrm.org/pages/default.aspx>

Maryland Department of Disabilities

<http://mdod.maryland.gov/Pages/Home.aspx>

Out & Equal Workplace Advocates

<http://outandequal.org/>

Chimes

<https://chimes.org>

Maryland LGBT Chamber of Commerce

<https://mdlgbt.org>

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