

HOW DO I FILE A CLAIM?

If you think that you are a victim of sex discrimination, you should first contact the EEO representative from your agency.

Complaints must be written and should be filed within 30 days of the incident.

If you have questions or concerns, please contact your EEO Office or the Office of the Statewide EEO Coordinator at (410) 767-3800.



SAFE AND CONFIDENTIAL

All investigations into your complaint are strictly confidential. Your information will only be discussed with pertinent individuals who need to know for purposes of investigation and resolution.

If you file a claim or pursue a complaint, oppose discrimination, or participate in an investigation, Maryland Law protects you against retaliation from your employer.

It's important to understand that retaliation is not just limited to firing. It includes other adverse actions such as harassment, demotion, and unjustified negative evaluations.

ADDITIONAL FILING INFO.

In addition to filing an initial claim with your agency's EEO Office, you may file a claim with any of the following agencies:

1. Office of the Statewide EEO Coordinator (OSEEOC). Within 10 days after your agency renders a decision on your EEO claim, you may file an appeal with the OSEEOC at:

301 West Preston Street
Suite #607
Baltimore, MD 21201
Phone: (410) 767-3800
Fax: (410) 333-5004
<http://www.dbm.maryland.gov>

2. Maryland Commission on Human Relations (MCHR):

William Donald Schaefer Tower
6 Saint Paul Street, Suite 900
Baltimore, MD 21202
Phone: (410) 767-8600
Fax: (410) 333-1841

3. Equal Employment Opportunity Commission (EEOC):

U.S. Equal Employment Opportunity Commission
10 South Howard Street, 3rd Floor
Baltimore, MD 21201
Phone: (410) 962-3932
Toll Free: 1-800-669-4000

SEX DISCRIMINATION

Protections for State Employees



Image source: www.sdn.org/gylcmw/Images/manual_images/gender.jpg

State of Maryland
Department of Budget and Management
Office of the Statewide EEO Coordinator

Governor Martin O'Malley
Secretary T. Eloise Foster
State EEO Coordinator
Glynis Watford



Office of the Statewide Equal Employment
Opportunity Coordinator (OSEEOC)

DEFINING SEX DISCRIMINATION:

Sex (gender) discrimination occurs when a person is treated *unfairly* because of his or her sex.

Types of sex discrimination include:

- Purposefully granting job promotions to only male employees
- Implementing a neutral policy, such as a dress code, that adversely affects one particular sex
- Making disparaging jokes or remarks about a co-worker's sex to the point that it creates a hostile work environment

LEGAL BACKGROUND:

Sex discrimination is prohibited by Title VII of the *Civil Rights Act of 1964*, Maryland's Anti-Discrimination law (*Annotated Code Article 49B and State Personnel and Pensions Article §2-302*), Maryland's Code of Fair Employment Practices (*Executive Order 01.01.2007.16*) and also by Maryland's Equal Rights Amendment.

Additionally, Title VII also bars employment decisions based on assumptions or stereotypes about a particular gender's abilities, traits, or work performance.

ADDITIONAL PROTECTIONS

Sexual Harassment:

Sexual Harassment is a form of sex discrimination prohibited under Title VII. The harassment must be unwelcome; it may include sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

It is important to note that:

- the victim and harasser can either be a man or a woman
- the victim can be the same sex as the harasser
- the victim doesn't have to be directly harassed but could be anyone affected by the harassment.



Equal Pay:

The right to be free from pay discrimination is derived from Title VII, the *Equal Pay Act of 1963*, and the *Maryland Equal Pay Act*.

It is illegal for employers to pay unequal wages to males and females who perform substantially similar jobs that require similarly equal skill, effort and responsibility, and also are performed under comparable working conditions in the same establishment.



HOW AM I PROTECTED?

It is **illegal** to discriminate on the basis of sex in regard to:

- recruitment
- hiring
- transferring
- dismissal
- discipline
- work conditions
- promotions
- training
- advertisement
- retirement
- assignment
- performance evaluations

FIGHT DISCRIMINATION:

If you or someone you know is being discriminated against, you can take the following actions:

1. Speak to the harasser. S/he might not know that his or her behavior is offensive. Also, be sure to document the incident(s) thoroughly—date, time, exact words said, and, if applicable, witnesses.
2. Speak to your supervisor. S/he may have to report your information to the EEO Office.
3. Speak to your agency's EEO Office directly.
4. File a claim with the EEO Office.