

**HB1596/813529/1**

BY: Conference Committee

AMENDMENTS TO HOUSE BILL 1596  
(Third Reading File Bill)

AMENDMENT NO. 1

On page 1, in line 10, after the semicolon insert “requiring certain employers to submit a certain survey to the Commission on Civil Rights on or before certain dates; requiring employers to submit a certain survey electronically; requiring the Commission to include a certain space in a certain survey for a certain purpose; requiring the Commission to publish and make accessible to the public certain information in a certain manner; requiring the Commission to take certain actions related to certain surveys and submit a certain executive summary to the Governor and certain committees of the General Assembly on or before certain dates; providing for the termination of certain provisions of this Act; defining certain terms;”.

AMENDMENT NO. 2

On page 2, in line 22, strike “**FUTURE**”; and in line 23, after “**CLAIM**” insert “**THAT ACCRUES IN THE FUTURE**”.

AMENDMENT NO. 3

On page 4, after line 6, insert:

“SECTION 2. AND BE IT FURTHER ENACTED, That:

- (a) (1) In this section the following words have the meanings indicated.
- (2) “Commission” means the Maryland Commission on Civil Rights.
- (3) “Employer” means an employer with 50 or more employees.

(Over)

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(b) (1) On or before July 1, 2020, and on or before July 1, 2022, an employer shall submit a short survey to the Commission on:

(i) the number of settlements made by or on behalf of the employer after an allegation of sexual harassment by an employee;

(ii) the number of times the employer has paid a settlement to resolve a sexual harassment allegation against the same employee over the past 10 years of employment; and

(iii) the number of settlements made after an allegation of sexual harassment that included a provision requiring both parties to keep the terms of the settlement confidential.

(2) (i) An employer shall submit the survey required under paragraph (1) of this subsection to the Commission electronically.

(ii) The Commission shall include in the survey a space for an employer to report whether the employer took personnel action against an employee who was the subject of a settlement included in the survey under paragraph (1)(ii) of this subsection.

(c) (1) The Commission shall publish and make accessible to the public:

(i) by posting on the Commission's website, the aggregate number of responses from employers for each item listed under subsection (b) of this section; and

(ii) by retaining for public inspection on request, the response from a specific employer regarding the number of settlements included in the survey under subsection (b)(1)(ii) of this section.

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(2) On or before December 15, 2020, and on or before December 15, 2022, the Commission shall:

(i) review a random selection of surveys submitted under subsection (b) of this section;

(ii) create an executive summary of the randomly selected surveys, redacting any identifying information for specific employers; and

(iii) submit the executive summary to the Governor and, in accordance with § 2-1246 of the State Government Article, the Senate Finance Committee and the House Economic Matters Committee.”;

in line 7, strike “2.” and substitute “3.”; in line 10, strike “3.” and substitute “4.”; and in line 11, after “2018.” insert “Section 2 of this Act shall remain effective for a period of 4 years and 9 months and, at the end of June 30, 2023, Section 2 of this Act, with no further action required by the General Assembly, shall be abrogated and of no further force and effect.”.