

HOUSE BILL 506

D5, P4

4lr1963

By: **Delegates Boyce and Embry**

Introduced and read first time: January 24, 2024

Assigned to: Appropriations

A BILL ENTITLED

1 AN ACT concerning

2 **Sexual Harassment Prevention Training – Morgan State University – Training**
3 **Format**

4 FOR the purpose of providing that a certain required sexual harassment prevention
5 training for employees of Morgan State University may consist of webinar,
6 computer-based, or online training under certain circumstances; and generally
7 relating to sexual harassment prevention training for employees of Morgan State
8 University.

9 BY repealing and reenacting, with amendments,
10 Article – State Personnel and Pensions
11 Section 2–203.1(c)
12 Annotated Code of Maryland
13 (2015 Replacement Volume and 2023 Supplement)

14 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
15 That the Laws of Maryland read as follows:

16 **Article – State Personnel and Pensions**

17 2–203.1.

18 (c) (1) Each State employee shall complete at least a cumulative 2 hours of
19 in-person or virtual, interactive training on sexual harassment prevention within:

20 (i) 6 months after the employee’s initial appointment; and

21 (ii) every 2-year period thereafter.

22 (2) The training required under paragraph (1) of this subsection shall
23 include:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (i) information on the federal and State laws concerning the
2 prohibition of sexual harassment;

3 (ii) best practices in prevention and correction of sexual harassment,
4 abusive conduct, and retaliation;

5 (iii) remedies and procedures available to victims of sexual
6 harassment in employment; and

7 (iv) additional training for supervisors regarding information on:

8 1. properly responding to complaints of sexual harassment
9 and preventing further abuse and retaliation; and

10 2. creating and maintaining a workplace culture in which
11 sexual harassment is not tolerated.

12 (3) (i) This paragraph applies only to:

13 1. a unit of the University System of Maryland; **OR**

14 2. **MORGAN STATE UNIVERSITY.**

15 (ii) The training required under paragraph (1) of this subsection may
16 consist of webinar, computer-based, or online training.

17 (iii) If the training required under paragraph (1) of this subsection
18 consists of webinar, computer-based, or online training, the training also shall include an
19 evaluative component that:

20 1. ensures employee engagement in the training; and

21 2. assesses employee comprehension of training objectives.

22 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
23 October 1, 2024.