

WHAT IS A DISCRIMINATION COMPLAINT?

The following state and federal anti-discrimination laws and prohibitions make it illegal in Maryland State Government to discriminate against State employees or job applicants based on the protected groups of: age; ancestry, color; creed; disability; gender identity and expression; genetic information; marital status; national origin; race; religious affiliation, belief or opinion; sex; sexual orientation; or retaliation for either having previously *filed* a discrimination complaint or having *participated* in the investigation of a discrimination complaint:

- Title VII of the Civil Rights Act of 1964
- Americans with Disabilities Act as Amended (ADAAA)
- Age Discrimination in Employment Act (ADEA)
- Equal Pay Act (EPA)
- Genetic Information Non-Discrimination Act (GINA)
- Maryland Anti-Discrimination Law
- State Government Title 20
- Annotated Code of Maryland State Personnel and Pensions (SP&P) Article 2-302
- Governor's Code of Fair Employment Practices (Executive Order 01.01.2007.16)