

## HOW DO I FILE A CLAIM?

If you believe that you have experienced or are experiencing marital status discrimination, contact the EEO representative in your agency.

Complaints must be filed in writing within 30 days after you learn of the alleged violation.

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 by 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>

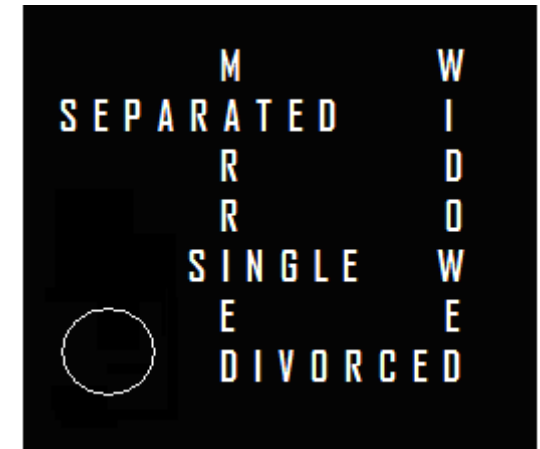
2. Maryland Commission on Human Relations (MCHR):

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

## **MARITAL STATUS DISCRIMINATION**

### **Protections for State Employees**

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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)



Image Source: <http://www.unmarriedamerica.org>

## DEFINING MARITAL STATUS:

Marital Status as the state of being single, separated, divorced, widowed or married.

If someone treats you unfairly because of your marital status, you may be a victim of discrimination.

Only an individual's merit and fitness should be taken into account in employment-related decisions.

## TYPES OF DISCRIMINATION:

The following examples illustrate types of marital status discrimination:

### **Disparate treatment:**

- Giving higher ratings to applicants who are single
- Promoting employees who are married more frequently than those who are single.

## TYPES CONTINUED:

### **Harassment:**

- Making disparaging remarks or gestures about a co-worker's marital status to the extent that it creates a hostile working environment

## WHO IS PROTECTED?

The federal statutes do not specifically protect against discrimination on the basis of marital status, but Maryland law does afford this protection.

As an employee of the State of Maryland, **you're protected** under state law.

## LEGAL BACKGROUND:

Protections are derived from Maryland's Anti-Discrimination laws State Government Title 20 and State Personnel and Pensions Article §2-302), and also by the Code of Fair Employment Practices (*Executive Order 01.01.2007.16*).



## HOW AM I PROTECTED?

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

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