



LARRY HOGAN
Governor

BOYD K. RUTHERFORD
Lieutenant Governor

DAVID R. BRINKLEY
Secretary

MARC L. NICOLE
Deputy Secretary

NOTICE

This notice is given by David R. Brinkley, Secretary of the Department of Budget and Management, acting pursuant to the Proclamation of Governor Lawrence J. Hogan, Jr. (the “Governor”) dated March 5, 2020 proclaiming a state of emergency and a catastrophic health emergency related to COVID-19, as it may be amended or renewed from time to time, and the Order of the Governor dated March 12, 2020 entitled “Extending Certain Licenses, Permits, Registrations, and Other Governmental Authorizations, and Authorizing Suspension of Legal Time Requirements”, as it may be amended from time to time, after finding that the action(s) described herein will not endanger the public health, welfare, or safety.

The Order is based on a recognition that the COVID-19 outbreak may make it difficult for State employees to take action within the time frames that would otherwise be required by law. The Order gives state agencies the authority to suspend or modify time frames in statutes, rules, and regulations administered by an agency.

As a result of this Order, the Department of Budget and Management Office of the Statewide EEO Coordinator, acting pursuant to its authority to administer the Equal Employment Opportunity Program in the Executive Branch of State Government (Md. Code, State Personnel and Pensions Art. (“SPP”) § 5-201 et seq.) and the Maryland Whistleblower Law in the Executive Branch of State Government (SPP § 5-301 et seq.), is suspending time requirements of the following statutes. After the state of emergency is lifted, we will advise of the new deadlines.

- SPP § 2-203.1 (c) (1) – Sexual Harassment Prevention Training - time frame for new employees and existing employees.
- SPP § 5-211 – Filing a Complaint.
- SPP § 5-212 – Actions on Complaint.
- SPP § 5-213 – Appeals.
- SPP § 5-309. Filing of complaints; actions on complaint.

In addition, we are suspending in-person group sexual harassment prevention training; however, the law does provide for virtual interactive training, if an agency has the capability to create this type of training. Online slide shows with quizzes and/or pre-recorded online webinars are not considered “virtual interactive.” Virtual interactive simulates a traditional classroom environment where the learner(s) and trainer are in separate locations and are able to interact as if they were in the same location. If you plan to conduct training using virtual interactive, you must first get approval from Glynis Watford, Statewide

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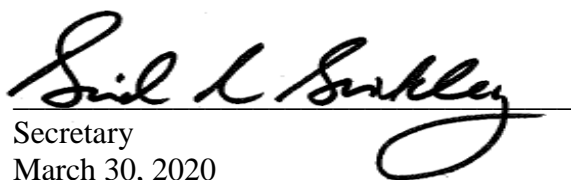
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EEO Coordinator, and provide her with your documented plan prior to beginning your training. Your training plan must be created by a unit representative who has gone through the training conducted by Maryland Commission on Civil Rights (MCCR). Also, please note that MCCR has suspended its sexual harassment prevention training and will advise of its continuation after the state of emergency has been lifted.

Should you have any questions regarding this directive, please contact the Office of the Statewide EEO Coordinator at 410-767-3800 or 410-858-6174. You may also reach Glynis Watford, Statewide EEO Coordinator at Glynis.watford@maryland.gov

This Notice is effective immediately and shall remain in effect until 30 days after the state of emergency has been terminated and the proclamation of the catastrophic health emergency has been rescinded.


Secretary
March 30, 2020