

Maryland Commission on Civil Rights

MISSION

The mission of the Maryland Commission on Civil Rights is to ensure equal opportunity and promote better Civil Rights for all who work in, live in or visit Maryland.

VISION

Our vision is a State free of any traces of unlawful discrimination.

KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

Goal 1. Improve equal opportunity in Maryland through the use of effective, creative education and outreach and efficient case processing activities and reduce, eliminate or resolve instances of unlawful discrimination.

Obj. 1.1 Each year, increase the number of complaints filed for processing and the number of citizens made aware of Maryland's antidiscrimination laws through education and outreach efforts and maintain the average time to process complaints below the Federal processing time standard.

Performance Measures	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Act.	2023 Est.	2024 Est.
Number of education and outreach activities	160	133	121	150	145	150	150
Inquiries received	1,851	1,637	1,650	1,291	1,458	1,650	1,875
Complaints received for processing	775	716	775	741	875	940	980
Number of complaints closed							
Employment complaints closed	610	707	567	520	545	620	675
Housing complaints closed	109	112	123	128	108	125	150
Public accommodations cases closed	83	67	50	10	12	35	50
Average number of days to process a case							
Employment	231	237	264	364	443	400	375
Housing	96	103	109	200	226	175	145
Public Accommodations	232	241	291	365	583	500	275

Maryland Commission On Civil Rights

D27L00.01 General Administration

Program Description

The Commission resolves allegations of discrimination based on race, color, creed, ancestry, religion, sex, age, sexual orientation, national origin, marital status, familial status, genetic information and physical or mental disability. Resolution occurs via conciliation, mediation, investigation and litigation in the areas of employment, housing and public accommodations. In addition, the Commission enforces the State of Maryland's Commercial Non-Discrimination Policy, which prohibits the State from contracting with business entities, both public and private, that discriminate in the solicitation, selection, hiring, or treatment of vendors, suppliers, subcontractors, or commercial customers. The Commission also, through its educational and outreach efforts, improves community relations and fosters a better understanding of the law, thus reducing the potential number of complaints generated. Efforts in fair employment practices and fair housing are supplemented by work sharing arrangements and contracts with the U.S. Equal Employment Opportunity Commission and the U.S. Department of Housing and Urban Development. The Commission engages in cooperative efforts with Federal, State, local and private agencies having comparable interests and/or legal authority.

Appropriation Statement

	2022 Actual	2023 Appropriation	2024 Allowance
Number of Authorized Positions	33.00	33.00	33.00
Number of Contractual Positions	0.50	1.00	1.00
01 Salaries, Wages and Fringe Benefits	3,201,997	3,546,901	3,706,460
02 Technical and Special Fees	67,508	109,537	111,934
03 Communications	28,893	34,020	34,020
04 Travel	985	12,000	12,000
07 Motor Vehicle Operation and Maintenance	4,440	3,000	3,000
08 Contractual Services	315,037	314,528	276,298
09 Supplies and Materials	10,771	15,000	15,000
10 Equipment - Replacement	72,539	1,000	1,000
11 Equipment - Additional	6,281	500	500
13 Fixed Charges	105,135	104,274	107,460
Total Operating Expenses	544,081	484,322	449,278
Total Expenditure	3,813,586	4,140,760	4,267,672
Net General Fund Expenditure	2,470,769	2,836,817	3,057,180
Special Fund Expenditure	3,350	65,000	0
Federal Fund Expenditure	1,329,467	1,238,943	1,210,492
Reimbursable Fund Expenditure	10,000	0	0
Total Expenditure	3,813,586	4,140,760	4,267,672
Special Fund Expenditure			
D27305 Fair Housing Event - Donations	3,000	65,000	0
D27310 Fair Housing Event- Ticket Sales	350	0	0
Total	3,350	65,000	0
Federal Fund Expenditure			
14.401 Fair Housing Assistance Program-State and Local	568,220	697,163	664,514
30.001 Employment Discrimination Title VII of the Civil Rights Act of 1964	761,247	541,780	545,978
Total	1,329,467	1,238,943	1,210,492
Reimbursable Fund Expenditure			
R30B28 University of Baltimore	10,000	0	0

3 Year Position Summary

Classification Title	FY 2022 Positions	FY 2022 Expenditures	FY 2023 Positions	FY 2023 Appropriation	FY 2024 Positions	FY 2024 Allowance
D27 - Maryland Commission On Civil Rights						
D27L0001 - General Administration						
Admin Prog Mgr I	1.00	0	0.00	0	0.00	0
Admin Prog Mgr III	0.00	92,198	1.00	97,271	1.00	102,608
Admin Prog Mgr IV	1.00	69,389	1.00	97,113	1.00	95,902
Admin Spec II	2.00	101,336	2.00	107,344	2.00	96,897
Asst Gen Counsel III Human Rel	1.00	86,164	1.00	91,772	1.00	95,902
Civil Rights Officer Adv/Lead	4.00	152,464	2.00	153,016	3.00	239,771
Civil Rights Officer I	3.00	162,834	3.00	167,949	5.00	285,156
Civil Rights Officer II	5.00	305,042	4.00	229,526	8.00	484,341
Civil Rights Officer III	6.00	316,089	8.00	551,662	2.00	145,882
Civil Rights Officer Supv	3.00	267,493	4.00	285,762	4.00	313,058
Dep Dir Human Relatns	1.00	85,558	1.00	105,787	1.00	110,547
Exec Assoc II	1.00	36,309	1.00	59,901	1.00	76,379
Exec Dir Comm On Human Relatns	1.00	129,343	1.00	137,898	1.00	144,103
General Counsel Human Relations	1.00	139,303	1.00	148,562	1.00	155,248
Office Secy III	2.00	72,948	2.00	94,433	1.00	53,406
Paralegal II	1.00	46,055	1.00	50,025	1.00	52,277
Total D27L0001	33.00	2,062,525	33.00	2,378,021	33.00	2,451,477