

BALTIMORE CITY WOMENS COMMISSION

The Baltimore Commission for Women believes in a high quality of life and in equal rights, opportunities, and access to services for all women-identifying, non-binary, and/or assigned-female-at-birth individuals. The Commission develops information systems, provides advice and counsel, conducts research, hosts educational programming, analyzes policy, and advocates for women's issues to improve the lives of and opportunities for all women-identifying, non-binary, and/or assigned-female-at-birth individuals in Baltimore.



OFFICE OF EQUITY AND CIVIL RIGHTS

Need Further Assistance? You can contact the Office of Equity and Civil Rights using the information below. Our office has seven (7) divisions dedicated to serving the community and making Baltimore a more equitable place to live and work for everyone. They include the;

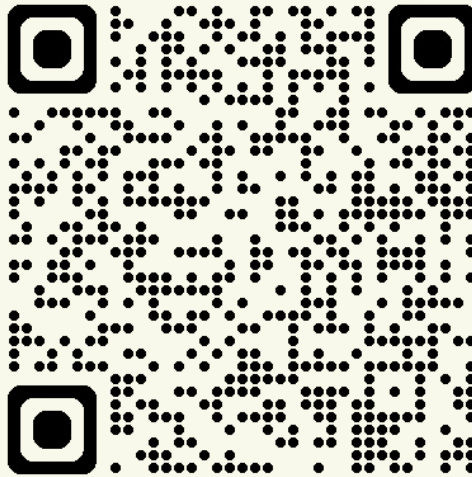
Community Relations Commission

Woman's Commission Commission on Disabilities

Equity Division Police Accountability Division

Veteran's Commission Wage Enforcement Division

SCAN HERE TO LEARN MORE:



CONTACT

(410) 396-3141

7 E. Redwood Street, 9th Floor
Baltimore, MD 21201

civilrights@baltimorecity.gov

<https://civilrights.baltimorecity.gov/>



KNOW YOUR RIGHTS

IN THE WORKPLACE

A MESSAGE FROM
THE BALTIMORE CITY
WOMENS COMMISSION



OFFICE OF EQUITY
AND CIVIL RIGHTS

LEGAL RESOURCES

These agencies are set up to support you when you have experienced different forms of discrimination in the workplace. You can contact them to learn more about your rights as a worker and your options for legal protections and recourse.

EEOC

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

410-801-6685
31 Hopkins Plaza | Suite 1432
Baltimore, MD 21201
BFOcontact@eeoc.gov
<https://www.eeoc.gov>

MDLAB

MARYLAND LEGAL AID

410-951-7750
500 E. Lexington Street
Baltimore, MD 21202
www.mdlab.org

MDOL

MARYLAND DEPARTMENT OF LABOR

410-230-6319
1100 North Eutaw Street | Room 306
Baltimore, Maryland 21201
dlofp-labor@maryland.gov

OLC

THE BALTIMORE CITY OFFICE OF THE LABOR COMMISSIONER

410-396-4365
417 East Fayette Street | Suite 1203
Baltimore, MD 21202
olc@baltimorecity.gov

GENERAL

STATE AND FEDERAL PROTECTIONS

Employers may not discriminate against you based on your gender, marital status, sexual identity (etc) in hiring, promotion, discipline, (etc).

Employers must provide a safe, clean, private place for lactating parents to pump.

Employers may not refuse to hire, demote, harass or terminate an employee based on that employee becoming pregnant or having a child.

Pregnant employees may request accommodations in their workplace during their pregnancy, such as providing a chair, extra bathroom breaks or a modified work schedule.

Employees may use FMLA to take leave to care for their families while protecting their position

Employers must provide equal access to a clean, safe, private restroom and allow employees to select the restroom that best aligns with their gender identity.

If an employer has a maternity/paternity leave policy, they must apply it equally to all employees regardless of sex, gender or sexual orientation.

Employers may not pay an employee less for the same work as a similarly situated employee based on their gender or familial status.

Employers may not ask candidates during an interview whether they have or plan to have children for the purposes of making a hiring decision.

BALTIMORE CITY

LOCAL PROTECTIONS

Employers may not discriminate against you based on your hairstyle or hair texture.

Employers may not discriminate against you based on your sexual orientation in hiring, promotion, discipline, etc.

DEFINITIONS

•**Harassment** is unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

•**Retaliation** occurs when an employer takes an adverse action against an employee for engaging in or exercising their rights that are protected under the law.