

If you believe you have been discriminated against:

1. Try to resolve the situation informally by first speaking with the employer, manager, supervisor, Human Resources Department, landlord or business owner. Tell them that the particular discriminatory act may be a violation of Howard County Law.
2. Follow-up with a written complaint and keep a copy for yourself.
3. Document the discrimination or harassment. Keep a journal with dates, time and witnesses if any, to such incidents. Keep copies of all letters and record of phone calls/messages/emails/text.
4. Call the Office of Human Rights at 410-313-6430 and file a complaint. You have one year to file a housing charge and six months for all other charges.



Howard County
Office of Human Rights

OFFICE OF HUMAN RIGHTS

9820 Patuxent Woods Drive
Suite 237
Columbia, MD 21046

Phone: Office (410) 313-6430

(410) 313-6468 (fax)

ohr@howardcountymd.gov
(Voice/Relay)

<https://www.howardcountymd.gov/Departments/County-Administration/Human-Rights>

Office Hours:

8:00 a.m.-5:00 p.m.
Monday-Friday

Calvin Ball, County Executive
Yolanda F. Sonnier, Administrator

(Upon request, this brochure can be produced in an alternative format.)

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Discrimination
Is
Illegal in

**Howard
County**



Office of
Human Rights
&
Human Rights
Commission



County Law

It is illegal in Howard County to discriminate based on:

- Race
- Color
- Creed
- National Origin
- Source of Income
- Familial Status
- Sex
- Occupation
- Religion
- Political Opinion
- Personal Appearance
- Disability
- Age
- Marital Status
- Sexual Orientation
- Gender Identity

County Law Prohibits Discrimination in:

• Employment

Job assignments, hiring, firing/layoffs, promotion, pay, discipline, apprenticeship or training programs, referrals, retaliation for filing discrimination complaints, harassment, leave or benefits and other terms and conditions of employment.

• Housing

It is unlawful for any person who is authorized to rent, sell, lease, sub-lease or manage a dwelling to discriminate.

• Finance/Lending

It is unlawful for a financial or lending institution to refuse to provide information regarding mortgage loans, deny a mortgage loan, deny credit or impose different terms or conditions on a mortgage or consumer

loan. It is also unlawful to threaten, interfere or intimidate a person in the exercise or enjoyment of basic rights.

• Public Accommodation

It is unlawful for any place of public accommodation to deny any person any of the accommodations, advantages, facilities or privileges. A place of public accommodation is any place which holds itself out as inviting the public to utilize its goods and services whether or not for profit. Typical examples of public accommodations include, but are not limited to, hotels, restaurants, stores, hospitals, clinics, and health and fitness clubs.

• Law Enforcement

It is unlawful for any law enforcement officer to engage in harassment, excessive use of force in the performance of the officer's duties or use language which would demean the inherent dignity of any person.



MISSION:

The Howard County Office of Human Rights is an entity of Howard County Government that seeks to eradicate discrimination, increase equal opportunity and protect and promote Human Rights in the County.