Contact EEOC

Equal Employment Opportunity Commission

Baltimore Field Office
City Crescent Building
10 S. Howard Street
3rd Floor
Baltimore, MD 21201

Phone: For general inquiries or to begin the process of filing a complaint of discrimination, please call 1-800-669-4000.

If you have existing business with the Baltimore Field Office or know the name of the person you are trying to reach, please call 1-866-408-8075 or 410-209-2237.

Fax: 410-962-4270

TTY: 1-800-669-6820

Office Hours: Open Monday through Friday from 8:30 a.m. to 5:00 p.m. Walk-ins are taken 8:30 to 3:00 Monday through Thursday and 9:00 to Noon on Friday.

Howard County
Office of Human Rights

Are you a victim of Employment Discrimination?

Know Your Rights
Learn the Law

Office of Human Rights
9820 Patuxent Woods Drive, Suite 237
Columbia, MD 21046
Phone: 410-313-6430 Fax: 410-313-6468
VOICE/RELAY
https://www.howardcountymd.gov/Departments/
County-Administration/Human-Rights
(click departments link)

What is Employment Discrimination?

Employment discrimination is engaging in unfair employment practices such as hiring, promotions, termination or compensation of or harassment.

It is Unlawful in Howard County to Discriminate Against Anyone on the Bases of:

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

Unlawful Practices by Employers

It is unlawful for employers, because of discrimination to:

- terminate a person
- refuse to hire a person

- act against a person with respect to compensation or other terms and conditions of employment
- limit, segregate, classify or assign employees

Unlawful Practices by Employment Agencies:

It is unlawful for employment agencies, because of discrimination to:

- Refuse to refer a person for employment
- Fail to refer a person for employment
- Act against a person concerning the kind of employment for which a referral could have been made
- Classify a person for employment

Unlawful Practices by Labor Organization:

It is unlawful for any labor organization, because of discrimination to:

- exclude or expel any person from its membership
- limit, segregate or classify its membership in anyway which would deprive a person of employment opportunities or adversely affect the person's status as an employee or applicant for employment
- fail to or refuse to refer a person for employment in anyway which would deprive the person of employment opportunities, or adversely affect the person's status as an employee or applicant for employment

Unlawful Laws Regarding Apprenticeship or Training Programs:

It is unlawful for an employer or labor organization to refuse a person admission to or employment in any program established to provide apprenticeship or other training.

Unlawful Acts in Employment Advertising:

Except where limitation or specification is a bona fide occupational qualification for employment:

- It is lawful for an employer, labor organization, or employment agency to print or cause to be printed any notice or advertisement indicating preference, limitation or specification relating to:

  - employment by employer

  - membership in labor organization
  - any classification by labor organization
  - any referral by labor organization
  - any classification by employment agency
  - any referral by employment agency

Retaliation

It is unlawful for an employment agency or labor organization to retaliate against any employee or applicant for employment because the employee or applicant has opposed any practice which is unlawful or because the employee or applicant has filed a charge, testified, assisted or participated in any manner in an investigation proceeding or hearing.

Calvin Ball, County Executive

Yolanda F. Sonnier, Administrator

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