

How to File A Complaint

If you think you have been discriminated against, call or visit the Howard County Office of Human Rights to discuss your concern with the staff. The staff will explain its role, its process and determine if your concern is covered by law.



Office of Human Rights Howard County, Maryland

Calvin Ball, County Executive
Yolanda F. Sonnier, Administrator

9820 Patuxent Woods Drive
Suite 237

Columbia, MD 21046

410-313-6430

410-313-6468 (Fax)

VOICE/RELAY

[https://www.howardcountymd.gov/
Departments/County-Administration/
Human-Rights](https://www.howardcountymd.gov/Departments/County-Administration/Human-Rights)

Office Hours:

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

Monday-Friday

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

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Howard County
Office of Human Rights

Are You Treated Unlawfully due to Physical or Mental Disability



Howard County
Office of Human Rights

THE LAW 12.201

“A physical or mental disability is an impairment which substantially limits one or more of the individual’s major life activities (Howard County Code Section 12.201.IX(A)).” This means that you must be substantially limited in performing a major life activity as compared to most people in the general population.

REASONABLE ACCOMMODATION

Upon request, to an employer or housing provider, you may be given reasonable accommodation for your physical or mental disability unless it is an undue hardship on the Respondent. Be sure to document your request and other communications.

WHAT ARE MAJOR LIFE ACTIVITIES

- Major life activities include, but are not limited to, seeing, standing, lifting, sitting, eating, thinking, speaking, breathing, reading, concentrating or interacting with others, bending, sleeping, reaching and learning.
- Major bodily functions

include the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine and reproductive functions, special sense organs and skin, lymphatic, and musculoskeletal

- Some examples of conditions which meet the definition of disability are:

Autism

HIV Infection

Cancer

Multiple Sclerosis

Cerebral Palsy

Muscular Dystrophy

Diabetes

Epilepsy

Serious Mental Disorders

HIGHLIGHTS

If you believe that you have been discriminated against and not given reasonable accommodation for your disability, contact the Howard County Office of Human Rights. The Office investigates complaints of discrimination and settles them through

mediation, conciliation or public hearing before the Human Rights Commission

How to File A Complaint:

- Your Complaint must be filed within six months of the alleged discriminatory act, or one year for housing.
- You are protected from intimidation, harassment or retaliation by employers for filing a complaint of discrimination.
- Keep a record of letters, phone calls, emails, conversations, etc. of all your contacts regarding your complaint. This information may provide evidence of your complaint.
- To file your complaint call or visit the Office of Human Rights. The office staff will help with drafting your complaint.

