



February 24, 2020

The Honorable Dereck E. Davis  
Economic Matters Committee  
Room 231, House Office Building  
Annapolis, MD 21401

**Re: HB 0964** – Employment Discrimination – Definitions of “Employee” and “Harassment”  
(Workplace Civility Act) – **Support**

Dear Delegate Davis:

HB 0964 expands the definition of “employee” under current law to include individuals elected to public office and appointees on the policy making level. It also expands the definition of harassment.

We feel strongly that elected officials should be held to the same standards as those in the private sector. The expansion of the definition of harassment matches that used in private employment and that which is recommended by organizations such as the Society for Human Resource Management (SHRM).

The Carroll County Chamber of Commerce, a business advocacy organization of over 600 members, supports this bill. We therefore request that you give this bill a favorable report.

Sincerely,

A handwritten signature in black ink that reads 'Mike McMullin'.

Mike McMullin  
President  
Carroll County Chamber of Commerce

CC: Delegate Haven Shoemaker  
Senator Justin Ready