



February 3, 2020

The Honorable Will Smith  
Judicial Proceedings Committee  
2 East, Miller Senate Office Building  
Annapolis, MD 21401

**Re: SB 0473** – Discrimination in Employment - Reasonable Accommodations for Applicants with Disabilities – **Oppose**

Dear Senator Smith:

The Carroll County Chamber of Commerce fully supports accommodations provided to job applicants with disabilities. SB 0473 would require a business to accommodate an applicant for employment including allowing alternatives to an online application process; accepting a video resume or other alternative form; allowing a direct support professional or other third party to provide assistance during an interview, or providing an accessible interview location for applicants with mobility impairments.

All of these are considered reasonable accommodations for applicants under the American with Disabilities Act as Amended. However, we question the necessity and rationale for duplicating these protections in state law.

The Carroll County Chamber of Commerce, a business advocacy organization of over 600 members, supports people with disabilities, but opposes adding unnecessary and duplicative laws. We therefore request that you give this bill an unfavorable report.

Sincerely,

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

Mike McMullin  
President  
Carroll County Chamber of Commerce

CC: Senator Justin Ready  
Delegate Haven Shoemaker