



January 30, 2023

Senate Finance Committee  
Senator Melony Griffith  
3 East  
Miller Senate Office Building  
Annapolis, Maryland 21401

**RE: SB 0214 - Employment - Harassment and Intimidation - Reporting (Workplace Psychological Safety Act) – Oppose**

Dear Senator Griffith:

This bill will impose a reporting requirement on all employers to collect information on accusations of harassment or intimidation. The bill fails to specify the purpose for which this data will be used.

Under Title VII of the Civil Rights Act and Maryland’s anti-discrimination laws, employers are required to investigate all claims of harassment to include those based on race, color, religion, ancestry or national origin, sex, age, marital status, sexual orientation, gender identity, disability, or genetic information. These same laws have reporting and recordkeeping requirements related to made claims.

In addition to creating an anonymous “tip” line, this bill appears to allow for the reporting of suspected harassment, or that which might be only perceived to be harassment by another employee. In other words, without reasonable assurances from a victim that any harassment took place.

Collecting such data without a clear purpose imposes yet another reporting requirement in an already overburdened system of employment law and workplace regulation, and could be seen as a violation of privacy.

The Carroll County Chamber of Commerce, a business advocacy organization of nearly 700 members, opposes this bill and therefore requests that you give it 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 April Rose

**Carroll County Chamber of Commerce • 9 East Main Street • Westminster, MD 21157  
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