

"Disclosing Sexual Harassment in the Workplace Act of 2018" Employer Disclosure Survey

Reporting Period: July 2, 2020, through July 1, 2022

Please read all of the instructions below before proceeding. This survey must be started and completed in the same session. The survey will time out after 20 minutes of inactivity, and progress cannot be saved for later return.

Chapters [738](#) & [739](#) of the 2018 Acts of the Maryland General Assembly require each employer in the State of Maryland with 50 or more employees to electronically submit to the Commission on Civil Rights answers to a short survey on:

- (1) the number of settlements made by or on behalf of the employer after an allegation of sexual harassment by an employee;
- (2) the number of times the employer has paid a settlement to resolve a sexual harassment allegation against the same employee over the past 10 years of employment*; and
- (3) the number of settlements made after an allegation of sexual harassment that included a provision requiring both parties to keep the terms of the settlement confidential.

**If an answer is provided to Question 2, you will have to answer the following question as well: "Whether the employer took personnel action against an employee who was the subject of a settlement."*

Responses submitted through this survey satisfy the reporting period through July 1, 2022. Any responses submitted for the October 1, 2018 through July 1, 2020 reporting period are **not** used for this reporting period.

Please note that your responses will not be final until you e-sign and submit your responses at the end of the survey. This survey is only 5 pages long - you can view your progress in the top right corner of this browser window. Unfortunately, if you close the tab/browser, or if the browser crashes, then you will need to start over.

Once completed, all survey responses are final. If you have any questions, please contact Spencer Dove, Executive Associate, with the Maryland Commission on Civil Rights by email at spencer.dove@maryland.gov or by phone at 410-767-8576.

I have read the above instructions and am ready to proceed to the survey.*

Accept

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Number of Employees

This law requires only those employers with 50 or more employees (across all locations, not exclusively working in Maryland) to respond to this survey. If you answer "Fewer than 50" below, you will be taken to the end of this survey after clicking "Next".

Number of employees at all locations.*

Fewer than 50

More than 50

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Employer & Respondent Contact Information

Please answer all questions completely. If you do not know the answer to the question, or if the question is not applicable, write "N/A".

Employer's Contact Information

Please include all of the information for the company, business, or organization that is the employer. **This section should not be used to provide an individual's personal contact information.**

Employer's Name*

Employer's Mailing Address*

Street	City	County	State	Zip
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="MD"/>	<input type="text"/>

Employer's Phone Number(s)*

Click the green (+) to add a Toll Free or Fax number. You can remove either field by clicking the red (-).

Main



Employer's Email Address

If the business or organization has a general/centralized email address for the the general public to use as a means of contact, please provide that information. For example, the Maryland Commission on Civil Rights' general email account is mccr@maryland.gov.

Employer's Website

Respondent's Contact Information

Please include contact information for the individual who is filling out this survey on behalf of the employer. If the employer has a primary point-of-contact that differs from the individual filling out this survey, please enter in that primary contact's information.

Respondent's Prefix

Respondent's First Name

Respondent's Middle Name/Initial

Respondent's Last Name

Respondent's Suffix

Respondent's Professional/Job Title

Respondent's Relationship to Employer

Please specify if you are an employee or an authorized agent of the employer, such as the employer's attorney.

Respondent's Mailing Address

Street	City	County	State	Zip
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="MD"/>	<input type="text"/>

Respondent's Phone Number(s)

Click the green (+) to add a Direct Line, Cell Phone, or Fax number. You can remove any field by clicking the red (-).

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Respondent's Email Address:*

A courtesy copy of your responses to this survey will be automatically emailed to you at the address provided in this field upon completion of this survey.

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Required Questions of Employers

Please enter one numeric value in each of the boxes. Text responses and multiple numbers will not be accepted by the software. These questions are specified on page 4 of Chapters [738](#) & [739](#), *2019 Acts of the General Assembly*.

1. The number of settlements made by or on behalf of the employer after an allegation of sexual harassment by an employee.*

2. The number of times the employer has paid a settlement to resolve a sexual harassment allegation against the same employee over the past 10 years of employment.

Note: If you enter a value larger than zero (0) in the field below, Question 2A will automatically populate when attempting to move to Question 3. Please give the browser a moment to refresh and display Question 2A.*

2a. If you responded to Question 2, please indicate if the employer took personnel action against an employee who was the subject of a settlement.

Yes No

3. The number of settlements made after an allegation of sexual harassment that included a provision requiring both parties to keep the terms of the settlement confidential.*

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Final Review & Submission

You have reached the end of the "Disclosing Sexual Harassment in the Workplace Act of 2018" Employer Disclosure Survey - 2022 Reporting Period. If you wish to review the information you provided, please select "back" now. If you are satisfied with the information you provided, please consent and e-sign below. **Note that all submissions are final once you press "Submit", and cannot be altered.** A courtesy copy of your responses to this survey will be sent to the email provided in the "Respondent's Email Address" field on page 3.

I SOLEMNLY AFFIRM THAT THE CONTENTS SUBMITTED FOR THIS SURVEY ARE TRUE TO THE BEST OF MY KNOWLEDGE, INFORMATION AND ABILITY; AND THAT I AM AUTHORIZED TO SUBMIT SUCH INFORMATION ON THE EMPLOYER'S BEHALF.*

Accept

SIGNATURE:*

ON BEHALF OF (CLIENT/EMPLOYER'S NAME):*

If you are the employer filling this out on your own behalf, please write "Self".

DATE: *

[Choose date](#)

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Submit