Maryland Employment Discrimination Lawyers

JGL's employment discrimination lawyers defend the rights of employees who have been fired, demoted, harassed, or subjected to a hostile work environment due to discrimination. We will properly evaluate your situation to best advise how you can proceed in asserting your rights and protecting your livelihood.

Our employment law attorneys have resolved serious and highly contentious claims of harassment and discrimination, including:

- Age, under the Age Discrimination in Employment Act (ADEA)
- Disability, under the Americans with Disabilities Act (ADA)
- Race, color, national origin, religion, or sex, under Title VII of the Civil Rights Act of 1964
- Sexual harassment or harassment based on race, color, national origin, or religion
- Pregnancy or marital status
- Sex/gender as it pertains to equal pay under the Equal Pay Act of 1963, Title VII
- Vietnam-era or "special disabled veteran" status under The Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)
- National Guard soldiers called to active duty and military reservists under the Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Unexpected family or medical needs (FMLA)

How is Employment Discrimination Defined?

Employment discrimination includes all types of discrimination listed here:

- Age discrimination
- Disability Discrimination
- Pregnancy
- LGBTQ+ Discrimination
- Race, Color, and Sex
- Religious Discrimination
- Reprisal/RetaliationNational Origin
- Sexual Harassment
- Sexual Orientation
- Status as a Parent
- Status as a Protected Veteran

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Federal Anti-Discrimination Protections

Federal laws that prohibit workplace discrimination include –

- Title VII of The Civil Rights Act of 1991
- The Age Discrimination Act in Employment Act of 1967 ("ADEA")
- The Genetic Information Nondiscrimination Act of 2008 ("GINA")
- The Equal Pay Act ("EPA")

Understanding Maryland Discrimination Laws

Every Marylander is guaranteed equal opportunity in receiving employment and in all labor management-union relations regardless of race, color, religion, ancestry or national origin, sex, age, marital status, sexual orientation, Gender identity, disability or genetic information.

Examples of Illegal Discrimination in Maryland

- No discrimination is permitted in recruiting, interviewing, hiring, upgrading, setting work conditions, or discharging employees.
- Labor organizations cannot deny membership to qualified persons or discriminate in admission to apprenticeship programs
- Employment agencies cannot discriminate in job referrals, ask discriminatory pre-employment questions, or circulate information that unlawfully limits employment.
- No media can propote or publish job advertisements that discriminate.
- Harassment on the basis of a protected class and retaliation are prohibited under law and enforced by MCCR.
- Additional projection is offered under the CROWN Act, which added to existing state law that race discrimination includes traits associated with race, such as hair texture, afro hairstyles and protective hairstyles.

Filing an Employment Discrimination Lawsuit

In Maryland, a discrimination claim can be filed either with the state administrative agency, the Maryland Commission on Human Relations (MCHR) or the federal administrative agency, the Equal Employment Opportunity Commission (EEOC).

How the Equal Employment Opportunity Commission (EEOC) Works

You can file a charge of discrimination by logging into the EEOC Public Portal EEOC Public Portal to submit an inquiry online and schedule an intake interview. An intake interview is the best way to determine whether filing a charge of discrimination is the right path for you.

Consult a Maryland Employment Discrimination Lawyer

What matters to you, matters to us. For over five decades, JGL attorneys have fought to improve the future of families, the arc of careers, the success of businesses, and your most basic human rights. The attorneys of JGL take your business, family, and personal issues as personally as you do. We relentlessly pursue the outcomes you desire. If you need guidance from an Employment Discrimination lawyer, contact JGL.

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