

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**  
**1998 Legislative Session**

Bill No. CB-4-1998

Chapter No. 5

Proposed and Presented by The Chairman (by request – County Executive)

Introduced by Council Members Wilson and Del Giudice

Co-Sponsors \_\_\_\_\_

Date of Introduction February 10, 1998

**BILL**

1 AN ACT concerning

2 Human Relations Commission

3 For the purpose of providing certain monetary penalties for the enforcement of employment  
4 discrimination laws and public accommodations discrimination laws and clarifying language  
5 regarding the Human Relations Commission enforcement procedures.

6 BY repealing and reenacting with amendments:

7 SUBTITLE 2. ADMINISTRATION.

8 Section 2-195.01,

9 The Prince George's County Code

10 (1995 Edition, 1996 Supplement).

11 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,  
12 Maryland, that Section 2-195.01 of the Prince George's County Code be and the same is hereby  
13 repealed and reenacted with the following amendments:

14 SUBTITLE 2. ADMINISTRATION.

15 DIVISION 12. HUMAN RELATIONS COMMISSION.

16 Subdivision 3. Enforcement Procedures.

17 **Sec. 2-195.01. Other Awards and Remedies.**

18 (a) In addition to the other awards and relief which are hereinafter provided, the  
19 Commission [panel] may, in accordance with the standards of proof set forth in Section 2-195,  
20 also make the following monetary orders determined by the Commission [panel] from the  
21 evidence of record as the actual damages, costs, or losses involved, or in such amounts as may be

1 specified below:

2 (1) Should the complainant's personal property be damaged, the complainant may  
3 be awarded damaged not exceeding any expenses actually incurred in repairing the damage or in  
4 replacing the property, if such replacement is found by the Commission [panel] to be necessary.

5 (2) If the complainant was required to incur travel expenses that would not have  
6 been incurred but for unlawful discriminatory acts or practices of the respondent, the  
7 complainant may be awarded damages not exceeding such expenses. The use of the  
8 complainant's automobile shall be compensated at the rate current at the time of the violation for  
9 County employees' use of a private automobile for official business. Expenses shall not be  
10 awarded to the extent that they have been reimbursed from another source.

11 (3) Damages may also be awarded to compensate complainant for humiliation  
12 and embarrassment suffered in an amount determined by the Commission [panel] to be  
13 appropriately and reasonably warranted considering all of the circumstances, but in no event  
14 shall the amount be in excess of One Hundred Thousand Dollars (\$100,000.00).

15 (4) In the event an award of damages is made, the respondent may be ordered to  
16 pay to the complainant interest at the legal rate on the loss of the use of any monies arising from  
17 the act of discrimination, from the date of the Commission [panel] order.

18 (b) In addition to other awards and relief set forth above, the Commission may  
19 impose a civil fine up to Five Thousand Dollars (\$5,000), in accordance with the standards of  
20 proof set forth in Section 2-195, on a respondent found to have violated the provisions of  
21 Subdivisions 6 and 7.

22 SECTION 2. BE IT FURTHER ENACTED that the provisions of this Act shall take effect  
23 forty-five (45) calendar days after it becomes law.

Adopted this 10th day of March, 1998.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
Ronald V. Russell  
Chairman

ATTEST:

\_\_\_\_\_  
Joyce T. Sweeney  
Clerk of the Council

APPROVED:

DATE: \_\_\_\_\_ BY: \_\_\_\_\_  
Wayne K. Curry  
County Executive

KEY:

Underscoring indicates language added to existing law.

[Brackets] indicate language deleted from existing law.

Asterisks \*\*\* indicate intervening existing Code provisions that remain unchanged.