

OK at Work: Maryland's Anti-discrimination Law Harassment Definition

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This week on OK at Work, [Sarah Sawyer](#) and [Russell Berger](#) discuss changes to Maryland's anti-discrimination laws broadening the definition of "harassment." The changes took place on October 1st and expanded the potential for employer liability under state law by loosening the requirement that conduct be "severe or pervasive" to constitute unlawful harassment. Under the new law, there are three scenarios where the behavior does not need to be "severe and pervasive," which is the federal standard, to constitute unlawful harassment. Listen to learn more.