

Annual List of Rule-Making Activity
Rules Adopted January 1, 2022 to December 31, 2022
Prepared by the Secretary of State, pursuant to 5 MRSA, §8053-A, sub-§5

Agency name: **Maine Human Rights Commission**
Umbrella-Unit: **94-411**
Statutory authority: 5 MRS §4566(7)
Chapter numbers/titles: **Ch. 2**, Procedural Rule
Ch. 3, Employment Regulations of the Maine Human Rights Commission
Ch. 7, Accessibility Regulations of the Maine Human Rights Commission
Ch. 8, Housing Regulations of the Maine Human Rights Commission
Filing numbers: **2022-235 to 238**
Effective date: 12/10/2022
Type of rule: Routine Technical
Emergency rule: No

Principal reason or purpose for rule:

Chapter 2: The current procedural rule is not as clear as it could be, and is silent on a number of procedural matters that have come up over the past several years. We anticipate that the rule will make the process more transparent, and will provide more concrete guidance to the parties.

Chapter 3: The employment provisions of the MHRA have been amended by the Legislature in recent years, and this revision addresses those changes. It includes, but is not limited to, inclusion of new protected classes (familial status and having sought and obtained a permanent order of protection), clarification that leave can be a reasonable accommodation, updated provisions on protections for persons who are pregnant or have recently been pregnant, and using gender-inclusive language.

Chapter 7: The public accommodation provisions have also been amended recently, and this revision incorporates those changes. It includes, but is not limited to, the inclusion of age as a protected class, the requirement of gender-neutral single-user toilet rooms, and use of gender-inclusive language.

Chapter 8: The housing provisions were also recently amended by the Legislature, and this revision incorporates those changes. It includes, but is not limited to, a new definition of familial status, inclusion of a new protected class (having sought and obtained a permanent order of protection), and the use of gender-inclusive language.

Basis statement:
(See above.)

Fiscal impact of rules:
None.