

# THE **Business** MONTHLY

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## YOUR FREE ISSUE

**COLUMIBA MALL:** Great sales and new owner

**HACKER CONVENTION:** Techmasters gather

**BIZKIDZ:** Youth compete with new businesses

The Business of Howard + Anne Arundel Counties and the BWI Business District

*What will it cost your business this year?*

## SEXUAL HARASSMENT

By Susan Kim  
Staff Writer

Sexual harassment prevention in the workplace has been getting a lot of attention – both in the news and in business.

After offering training on sexual harassment prevention for many years, the Maryland Commission on Civil Rights has noticed a large uptick in interest this year, not only from state employees who are required by law to complete such training, but from the private sector, too.

**Look at it more like an investment in your organization's immune system. Take that preventive approach right up front."**

"While we have seen a large number of sexual harassment complaints come in, we've also seen more employers reaching out to get ahead of it," said Spencer Dove, an executive associate

with the commission.

What if employers ignore it? Your business potentially faces not only the cost of a lawsuit, but deeper-gouging costs related to retention and recruitment of staff and a tarnished reputation that repels customers.

As much as sexual harassment has captured the headlines this year, it's hard to pin a price tag on it, though everyone from human resources experts to the U.S. Senate to human rights advocates are calling for more research on what those costs might be. Clearly, the costs are mounting.

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*Photo courtesy of Live! Casino & Hotel*

## Is Maryland ready for the sports betting game?

By Mark R. Smith  
Senior Writer

West Virginia, Pennsylvania and Delaware have voted sports gaming into law.

Maryland, the District of Columbia and Virginia have not.

Those last three facts will be under discussion when the next legislative session starts at noon on Jan 9, in Annapolis.

Session 2019 will come after the House passed a bill to allow sports gaming in Maryland, but the Senate did not; and on the heels of a recent Washington Post-University of Maryland poll that revealed that, while voters likely will have to wait at two years to decide whether to legalize sports

gambling, 53 percent of registered voters favor doing so (with 37 percent opposed and 10 percent having no opinion).

D.C. and Virginia are also making noise about legalizing gambling, period; but even if sports gaming is approved in both states and the District, it won't result in a huge windfall, as was the case with the approval of slots.

Where we are today," said Frank Turner, recently retired delegate from District 13, who sponsored the sports gaming bill last session, "is in limbo. I haven't seen a bill put in for the upcoming session, but it's likely one will be. Then the question becomes, 'Will there be an agreement between the House and the Senate as to what the bill will look like?'"

Last year, the House wanted sports gaming at the

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### GOLDEN CELEBRATION

Howard County Chamber marks 50 years as the 'voice of business'

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### AND THEY'RE OFF

Laurel Park looks to the future as Pimlico seeks \$425 million

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### KITTLEMAN REFLECTIONS

Former county executive reviews the ups and downs of public service

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