



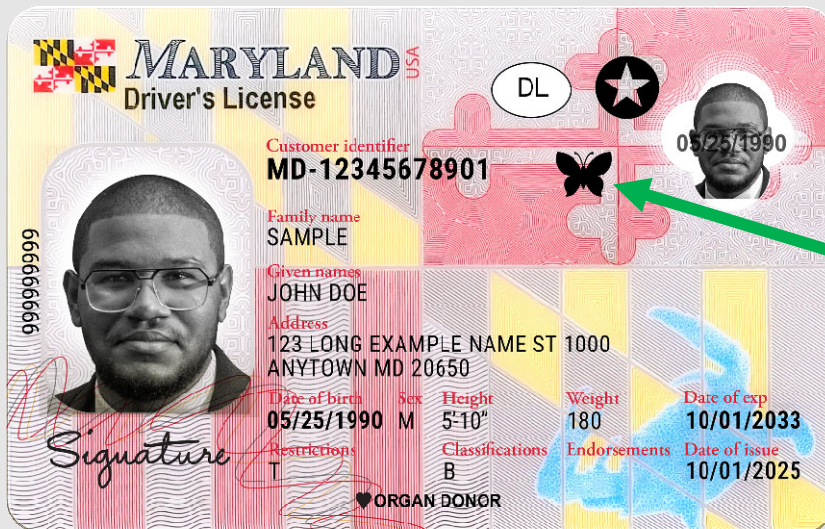
Police Training & Standards Commission

Guidance for the Implementation of House Bill 707 Eric's Law

HB 707 (Eric's Law) requires an initial and renewal application for a license, identification card, or moped operator's permit to allow an applicant to choose to indicate on the document that the applicant has a "non-apparent disability," which includes (1) developmental disabilities and (2) intellectual disabilities.

License Design

The Motor Vehicle Administration (MVA) has incorporated this change on licenses, identification cards and moped operator permits that will be available starting October 1, 2025. A butterfly logo located on the top right corner has been chosen to identify individuals with non-apparent disabilities. The inclusion of this designator is voluntary and can be removed at any time at the request of the holder. The lack of a butterfly designator on the license should not be construed as an indicator that the individual does not have a non-apparent disability.



**Non-apparent
Disability**

**The next page includes best practices for interacting with individuals
with non apparent developmental disabilities.**



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Interacting with Individuals with Non Apparent Developmental Disabilities

Law enforcement interaction with individuals with non-apparent disabilities is improved through specialized training that teaches officers to recognize signs, use simple communication, de-escalate situations, and be patient. Initiatives like Maryland's voluntary ID designation and disclosure card aim to provide law enforcement with immediate information to facilitate safer, more respectful interactions. Key strategies include speaking directly to the person, giving them space to respond, avoiding quick movements and loud noises, and contacting support persons when available. Best practices officers can incorporate when interacting with individual with a non-apparent disability could include:

- Use calm, clear speech to build rapport; avoid slang and metaphors.
- Maintain non-threatening body language, soft gestures, and keep hands visible.
- Allow extra time for interactions and proceed slowly unless urgent; notify supervisors if the encounter may be lengthy.
- Keep a safe distance and minimize overstimulation by reducing noise and bright lights.
- Keep police dogs away, but do not separate individuals from service animals.
- Avoid taking mobility devices unless necessary and ask how to move them if needed.
- Check for medical ID tags or wallet cards noting disabilities or emergency contacts.
- Contact support people or advocacy organizations if requested.
- Do not rush the interaction or misinterpret unusual behavior as aggressions such actions may be coping mechanisms.
- Only stop repetitive behaviors (covering eyes and ears, rocking, hand flapping, making noises) if harmful.
- Use alternative forms of communication, like icon books; note that some may use words incorrectly due to communication difficulties.