



NATIONAL CONFERENCE
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2018 Legislation Related to Sexual Harassment in the Legislature

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2018 has brought an unprecedented amount of legislation on sexual harassment and sexual harassment policies. 32 states have introduced over 125 pieces of legislation.

States have introduced legislation to expel members, criminalize sexual harassment in legislatures, and mandate harassment training within the legislature, among other topics.

Enacted and adopted legislation are **highlighted in bold font** in the table below.

State	Bill Number	Summary	Status
Alaska	HB 276	Relates to investigation of discrimination and harassment in the legislature, requires the executive director of the Legislative Affairs Agency to establish a personnel office, relates to the Legislative Ethics Act.	Failed - Adjourned
Alabama	SR 51	Adopts the legislative policy on sexual harassment.	Adopted
Arizona	HB 2544	Relates to legislators, relates to sexual harassment, relates to photographs, relates to confidentiality.	Failed - Adjourned
Arizona	HR 2003	Relates to Don Shooter, relates to expulsion.	Adopted
California	AB 403	Imposes criminal and civil liability on a member of the Legislature, or legislative employee, who interferes with, or retaliates against, a legislative employee's exercise of the right to make a protected disclosure. Imposes a civil liability on an entity that interferes with, or retaliates against, a legislative employee's exercise of the right to make a protected disclosure.	Enacted

State	Bill Number	Summary	Status
California	AB 1750	Expresses the intent of the Legislature to enact legislation that would require an elected official to reimburse a public entity that pays any compromise or settlement of a claim or action involving conduct that constitutes sexual harassment, if an investigation reveals evidence supporting the claim of sexual harassment against the elected official.	Pending
California	AB 2055	Requires that an orientation course conducted semiannually by the legislative ethics committees of each house of the Legislature to include information on each house of the Legislature's policies against harassment, including sexual harassment, in connection with lobbying activities.	Pending
California	AB 2616	States the intent of the Legislature to enact legislation ensuring the independent nature of an investigation into a sexual harassment complaint made by a legislative employee.	Pending
California	AB 2713	Requires the equal employment officer of each state agency to and annually on that date thereafter, submit a report to the Department of Human Resources that contains specified information relating to sexual harassment complaints received by, or filed with, that agency within a specified time period, and information relating to any judgment or settlement paid or received by the agency relating to sexual harassment.	Pending
California	AB 2959	States the intent of the Legislature to enact legislation establishing an independent ombudsperson under the jurisdiction of the State Auditor, to investigate allegations of sexual harassment in the Legislature.	Pending
California	SB 419	Amends the Unruh Civil Rights Act. Relates to sexual harassment. Declares that neither house of the Legislature may retaliate against a legislative advocate or employee, because that person has opposed any practices forbidden. Requires each house of the Legislature to maintain a record of each harassment complaint made to that house for a specified number of years.	Pending

State	Bill Number	Summary	Status
California	SB 908	Makes available under the Legislative Open Records Act complaint, investigation, and settlement records created after a specified date that relate to allegations of conduct by a Member of the Legislature that violates the sexual harassment policy of the house in which the Member serves. Requires each house of the Legislature to implement a system to separately identify and track allegations of violations of the sexual harassment policy of the house.	Pending
California	SR 85	Resolves that by the Senate of the State of California, two-thirds of the membership concurring, pursuant to paragraph (1) of subdivision (a) of Section 5 of Article IV of the California Constitution, Senator Tony Mendoza, representing the 32nd Senate District, is hereby expelled from the California State Senate, effective immediately.	Pending
Colorado	HR 1005	Concerns the expulsion of representative Steve Lebsock.	Adopted
Colorado	SR 3	Concerns the expulsion of Senator Randy L. Baumgardner for sexual harassment of a legislative employee.	Failed
Connecticut	HB 5043	Revises provisions relating to a fair, civil, and harassment free workplace, revises the powers and duties of the Commission on Human Rights and Opportunities, requires certain employers to post information concerning the illegality of harassment and the remedies available to targets of such harassment, requires certain employers to provide awareness and antiharassment compliance training for all new supervisory employees.	Failed - Adjourned

State	Bill Number	Summary	Status
Connecticut	SB 132	Combats sexual harassment and sexual assault, requires certain employers to provide information relating to the illegality of sexual harassment and remedies available to victims to new hires, requires submission of the information by electronic mails with a certain subject line or on the employer's website, requires certain training by a specified date, revises provisions relating to complaints and defenses of sexual harassment, makes technical corrections.	Failed - Adjourned
Delaware	HR 21	Creates the Permanent Rules of the House of Representatives replacing the Temporary Rules of the House of Representatives.	Adopted
Delaware	SR 17	Adds a new Rule 30 to the Senate Rules relating to Anti-Harassment Policy and Training.	Adopted
Florida	HB 1233	Relates to sexual harassment, creates the Task Force on the Prevention of Sexual Harassment and Misconduct, requires that the task force meet at 4-year intervals beginning on a specified date, provides for the staffing and the composition of the task force, prescribes duties of and requirements for the task force, requires the task force to report its findings and recommendations to the Governor and the Legislature before a specified date.	Failed
Florida	HB 7091	Relates to public records, provides an exemption from public records requirements for a complaint of sexual harassment and certain information related to such complaint held by an agency, provides that such complaint is no longer confidential and exempt in certain circumstances, authorizes the release of confidential and exempt information in certain circumstances, provides for future legislative review and repeal of the exemption.	Failed

State	Bill Number	Summary	Status
Florida	SB 1628	Relates to sexual harassment, creates the Task Force on the Prevention of Sexual Harassment and Misconduct, requires that the task force meet at 4-year intervals beginning on a specified date, provides for the staffing and the composition of the task force, prescribes duties of and requirements for the task force, requires the task force to report its findings and recommendations to the Governor and the Legislature before a specified date.	Failed
Georgia	HB 973	Relates to ethics in government, so as to provide that lobbyists shall acknowledge receiving, reading, and agreeing to abide by the sexual harassment policy of the General Assembly as a condition to lobbyist registration.	Enacted
Georgia	SB 313	Requires the presentation of classes or courses relating to sexual harassment, provides for video recording and availability to absent members, provides for certification of attendance, amends Chapter 10 of Title 45 of the O.C.G.A., relates to codes of ethics and conflicts of interest, so as to further define the term sexual harassment, provides for a class on sexual harassment to be made available to state employees, provides that all department heads shall be presented such class.	Failed - Adjourned
Iowa	HR 4	Relates to the code of ethics of the House of Representatives for the Eighty-seventh General Assembly.	Adopted
Iowa	HSB 64	Relates to the code of ethics of the House of Representatives for the Eighty-seventh General Assembly.	Failed - Adjourned
Illinois	HB 4134	Amends the State Officials and Employees Ethics Act, provides for the implementation of a sexual harassment training program to be completed by specified State officials and employees, and to be conducted by the appropriate State agency of those State officials and employees, provides additional requirements for operation of the program, and for reporting and completion of sexual harassment training under the program.	Pending

State	Bill Number	Summary	Status
Illinois	HB 4156	Amends the State Officials and Employees Ethics Act and the Lobbyist Registration Act, provides that the Attorney General may appoint a Special Counsel to investigate and prosecute allegations of sexual assault, sexual harassment, and allegations of violations, thereof, by a member or members of the General Assembly or a registered lobbyist, requires the Attorney General to establish jurisdiction of the Special Counsel, provides duties and powers for Special Counsel.	Pending
Illinois	HB 4243	Amends the General Assembly Compensation Act, provides that no public funds, including, but not limited to, funds appropriated for the pay and allowances of members of the General Assembly, shall be used to create a payout of money to any person involved with and relevant to allegations and investigations of sexual harassment by a member of the General Assembly.	To Governor
Illinois	HB 5878	Amends the Governmental Ethics Act, provides fines for legislators who engage in specified restricted activities and for violations of legislator rules of conduct, provides that any person who willfully files a false or incomplete statement of economic interests under the Act may be subject to a fine, amends the State Officials and Employees Ethics Act, provides fines for intentional failure to complete ethics training and sexual harassment training.	Pending
Illinois	HJR 83	Urges those in government to commit to working to change the culture that breeds sexual harassment.	Adopted

State	Bill Number	Summary	Status
Illinois	HR 687	Creates the Task Force on Sexual Discrimination and Harassment, directs the Task Force to conduct a comprehensive review of the legal and social consequences of sexual discrimination and harassment, in both the public and private sectors, and make recommendations to the General Assembly, provides specific areas of inquiry related to sexual discrimination and harassment to be addressed by the Task Force, provides for the composition of and appointments to the Task Force.	Adopted
Illinois	HR 890	Urges enactment of legislation necessary to appoint an independent special counsel to investigate and, where necessary, litigate and prosecute, allegations of sexual harassment, abuse, and misconduct in State government and political campaign organizations.	Pending
Illinois	HR 1165	Amends the Rules of the House of Representatives; adds a rule concerning reporting certain conduct by members of the House of Representatives.	Adopted
Illinois	SB 402	Amends the Administrative Procedure Act, relates to personnel policies, requires the General Assembly to adopt policies relating to sexual harassment, establishes provisions for sexual harassment training, establishes provisions prohibiting sexual harassment, revises provisions relating to duties of the Ethics Commission, provides penalties, amends the Lobbyist Registration Act, requires lobbyist to complete sexual harassment training annually, provides for a hotline to report sexual harassment.	Enacted

State	Bill Number	Summary	Status
Illinois	SB 2248	Amends the State Officials and Employees Ethics Act, provides for the implementation of a sexual harassment training program to be completed by specified State officials and employees, and to be conducted by the appropriate State agency of those State officials and employees, provides additional requirements for operation of the program, and for reporting and completion of sexual harassment training under the program.	Pending
Illinois	SR 1076	Creates the Senate Task Force on Sexual Discrimination and Harassment Awareness and Prevention, directs the Task Force to conduct a comprehensive review of the legal and social consequences of sexual discrimination and harassment, in both the public and private sectors, and to study and make recommendations on combating sexual discrimination and harassment in , including in workplaces, in educational institutions, and in state and local government.	Adopted
Indiana	HB 1309	Requires sexual harassment prevention instruction to be provided annually to members of the general assembly, requires the personnel subcommittee of the legislative council to prepare and submit recommended sexual harassment prevention policies governing legislators to the legislative council.	Enacted
Kansas	HB 2365	Makes appropriations for FY 2018 through FY 2024 for state agencies, authorizes and directs payment of certain claims against the state, authorizes certain transfers, capital improvement projects and fees, imposes certain restrictions and limitations, directs or authorizes certain receipts, disbursements, procedures and acts incidental to the foregoing.	Failed - Adjourned

State	Bill Number	Summary	Status
Kentucky	HB 9	Makes it ethical misconduct for a legislator, employee of the legislative branch, legislative agent, or other person who interacts with legislators or employees of the legislative branch to intentionally engage in harassment or sexual harassment, defines complaint as a verbal or written allegation of fraud, theft, ethical or official misconduct, discrimination, harassment, or sexual harassment.	Failed - Adjourned
Kentucky	HB 610	Provides a process for staff of the Legislative Research Commission to file a complaint for sexual harassment with the Legislative Ethics Commission, prohibits a legislator, employee of the legislative branch of state government, legislative agent, or any other person who interacts with legislators and employees of the legislative branch from intentionally engaging in sexual harassment or entering into any agreement except under the provisions of KRS 6.601 to 6.849.	Failed - Adjourned
Kentucky	HCR 200	Creates a Task Force on Sexual Harassment to study and develop policies to address the issue of sexual harassment.	Failed - Adjourned
Kentucky	HR 10	Expels Representative Jeff Hoover from the Kentucky House of Representatives.	Failed - Adjourned
Louisiana	HB 524	Establishes policies on the prevention of sexual harassment, mandates sexual harassment and annual training on preventing sexual harassment, provides for mandatory policies prohibiting sexual harassment, provides for mandatory reports.	Enacted
Louisiana	SB 404	Provides relative to sexual harassment prevention policies and training for state officials and employees.	Failed - Adjourned
Louisiana	SCR 38	Creates a legislative task force to study sexual harassment issues regarding legislators, lobbyists, and other persons interacting with the legislature.	Adopted
Louisiana	JBE 14	Disbands the Task Force on Sexual Harassment and Discrimination Policy, as all required tasks have been completed.	

State	Bill Number	Summary	Status
Massachusetts	HB 3983	Provides for a comprehensive review of all structures, policies, procedures and operations of the human resources function for the House, relates to ensuring a workplace free of sexual harassment and retaliation.	Adopted
Massachusetts	HB 4263	Submits a report and recommendations from the Counsel to the House of Representatives on the human resources function of the House of Representatives and the prevention of sexual harassment and retaliation.	Pending
Massachusetts	HB 4291	Relates to updating the structures, policies, procedures and operations of the human resources function for the House of Representatives, including those that relate to ensuring a workplace free of sexual harassment and retaliation.	Pending
Massachusetts	HB 4292	Relates to updating the structures, policies, procedures and operations of the human resources function for the House of Representatives, including those that relate to ensuring a workplace free of sexual harassment and retaliation.	Adopted
Massachusetts	HB 4296	(Order) Relates to authorizing the Counsel to the House of Representatives to contract with an outside third-party vendor to conduct a series of comprehensive surveys of appointed officers and employees of the House.	Adopted
Massachusetts	HB 4311	Relates to updating the structures, policies, procedures and operations of the human resources function for the House of Representatives, including those that relate to ensuring a workplace free of sexual harassment and retaliation.	Adopted
Massachusetts	HB 4343	(Order) Relates to the House Rules for the 190th General Court, governing the 2017-2018 Legislative Sessions, as amended and adopted by the House on February 2 of 2017 and March 15 of 2018.	Adopted

State	Bill Number	Summary	Status
Massachusetts	SB 2262	Relates to establishing a Special Senate committee to review the sexual harassment policies and procedures of the Senate.	Adopted
Massachusetts	SB 2318	Promotes health, safety and well-being in the Legislature.	Pending
Massachusetts	SB 2510	Submits a report from the Senate Committee on Ethics concerning the conduct of Senator Stanley Rosenberg.	Pending
Massachusetts	SB 2526	Submits a report from the Special Senate Committee to Review Sexual Harassment Policies and Procedures.	Pending
Maryland	HB 1342	Relates to discrimination and harassment in State government, alters the training course that the State Ethics Commission is required to provide for regulated lobbyists and prospective regulated lobbyists, prohibits a certain State official from unlawfully harassing or discriminating against certain individuals.	Enacted
Maryland	HB 1423	Requires each State employee to complete a certain amount of sexual harassment prevention training at certain times, requires that the training include certain information, requires each unit to designate a representative to coordinate with the Maryland Commission on Civil Rights to implement the training, authorizes a unit to incorporate the training into existing employment training.	Enacted
Maryland	SB 1138	Authorizes any entity to file with the State Ethics Commission a written complaint alleging that a regulated lobbyist has sexually harassed a member of the General Assembly or a certain employee, authorizes any entity to file with the State Ethics Commission a written complaint alleging that a member of the General Assembly has sexually harassed a regulated lobbyist, requires the Joint Committee on Legislative Ethics to refer certain complaints to an outside and independent investigator.	Failed - Adjourned

State	Bill Number	Summary	Status
Maine	SB 695	Requires Legislators, legislative staff and lobbyists to attend and complete a course of in-person education and training regarding harassment, including sexual harassment, at the beginning of each regular session of the Legislature. It requires the Legislative Council to develop and implement the course. This bill is reported out by the Joint Standing Committee on State and Local Government pursuant to Joint Order 2017, Senate Paper 685. The committee has not taken a position on the substance of the bill a	Pending
Michigan	HB 5405	Prohibits use of public funds to settle sexual harassment claims of public officials.	Pending
Minnesota	HB 3030	Relates to the legislature, establishes an advisory task force on sexual harassment at the State Capitol, requires a report.	Failed - Adjourned
Minnesota	HB 3034	Relates to government accountability, provides for state and local government settlement accountability and transparency, requires reports. <i>States that public funds can not be used to pay for sexual harassment settlements. Also prohibits the legislature from using Non-Disclosure Agreements.</i>	Failed – Adjourned
Minnesota	HB 3311	Relates to the legislature, establishes an advisory task force on sexual harassment at the State Capitol, requires a report.	Failed - Adjourned
Minnesota	SB 2491	Relates to government accountability, provides for state and local government settlement accountability and transparency, requires reports.	Failed - Adjourned
Missouri	HB 2471	Requires legislative lobbyists and legislative liaisons to complete sexual harassment training offered by the Missouri Ethics Commission.	Failed - Adjourned

State	Bill Number	Summary	Status
North Carolina	HB 1044	Requires the General Assembly to develop and implement mandatory ethics training to prevent workplace harassment and other forms of discrimination in the workplace; adopts clear sanctions policies for workplace harassment and other forms of workplace discrimination at the General Assembly; creates and implements a complaint filing process that is confidential; appropriates funds.	Pending
North Carolina	SB 789	Requires the General Assembly to develop and implement mandatory ethics training to prevent workplace harassment and other forms of discrimination in the workplace; adopts clear sanctions policies for workplace harassment and other forms of workplace discrimination at the General Assembly; creates and implements a complaint filing process that is confidential; appropriates funds.	Pending
New Jersey	AB 1018	Makes certain access changes to open public records act, establishes State public finance website, creates program for development of local websites, makes appropriation.	Pending
New Jersey	AB 3312	Requires Legislature to adopt and distribute policy prohibiting sexual harassment, requires members, officers, and employees of Legislature to complete online training on policy once every two years.	Pending
New Jersey	AB 3608	Bars use of certain funds and nondisclosure agreements to settle sexual assault and harassment claims against certain State officers and employees, members of Legislature, and candidates.	Pending
New Jersey	SB 107	Makes certain access changes to the Open Public Records Act, establishes State public finance website and creates program for development of local websites, makes appropriation.	Pending
New Jersey	SB 1972	Requires Legislature to adopt and distribute policy prohibiting sexual harassment, requires members, officers, and employees of Legislature to complete online training on policy once every two years.	Pending

State	Bill Number	Summary	Status
New Jersey	SB 2395	Bars use of certain funds and nondisclosure agreements to settle sexual assault and harassment claims against certain State officers and employees, members of Legislature, and candidates.	Pending
New York	AB 3315	Amends the Legislative Law, relates to an assembly standing committee on ethics and guidance.	Pending
New York	AB 8861	Requires the division of human rights to develop and implement a uniform sexual harassment policy for all state agencies, offices and departments, the executive department, and every member, officer or employee of the legislature, provides that such policy shall define the conduct which is prohibited, establish a process for the resolution of complaints of such conduct, and provide for appropriate training for all employees of state agencies.	Pending
New York	AB 9511	Amends various laws in relation to implementing the state budget, requires health insurance policies to include coverage of all FDA-approved contraceptive drugs, devices, and products, as well as voluntary sterilization procedures, contraceptive education and counseling, and related follow up services, prohibits a health insurance policy from imposing any cost-sharing requirements or other restrictions or delays with respect to this coverage (Part A). <i>Mentions Creating a Legislative Sexual Harassment Policy in Budget</i>	Pending
New York	AB 9888	Requires state legislators who pay financial settlements in cases of certain sexual harassment claims using state or legislative funds to reimburse the state or legislature for the amount of the state or legislative funds awarded or paid to the victim.	Failed

State	Bill Number	Summary	Status
New York	AB 10113	Establishes a joint commission on public transparency and sexual harassment to adopt, amend and rescind rules and regulations defining sexual harassment for state agencies, offices, and branches of government and develop recommendations for the uniform distribution of such definitions and policies, and to receive complaints and referrals alleging violations by certain state officials.	Pending
New York	AB 10464	Relates to the crime of official misconduct for sexual harassment for members of the state legislature, makes it a class A misdemeanor.	Pending
New York	AB 10466	Amends the Public Officers Law, prohibits officers or employees of a state agency, members of the legislature or legislative employees from committing acts of sexual harassment while serving in his or her official capacity.	Pending
New York	AB 10557	Relates to sexual harassment training and penalties for lobbyists.	Pending
New York	SB 6975	Amends the Public Officers Law, prohibits officers or employees of a state agency, members of the Legislature, or Legislative employees from committing acts of sexual harassment while serving in his or her official capacity.	Pending
New York	SB 7176	Relates to the crime of official misconduct for sexual harassment for members of the New York state legislature.	Pending
New York	SB 7196	Requires state Legislators, who pay financial settlements in cases of certain sexual harassment claims using state or legislative funds, to reimburse the state or Legislature for the amount of the state or legislative funds awarded or paid to the victim.	Pending

State	Bill Number	Summary	Status
New York	SB 7241	Requires the division of human rights to develop and implement a uniform sexual harassment policy for all state agencies, offices and departments, the executive department, and every member, officer or employee of the legislature, provides that such policy shall define the conduct which is prohibited, establish a process for the resolution of complaints of such conduct.	Pending
New York	SB 7337	Establishes a joint commission on public transparency and sexual harassment to adopt, amend and rescind rules and regulations defining sexual harassment for state agencies, offices, and branches of government and develop recommendations for the uniform distribution of such definitions and policies, and to receive complaints and referrals alleging violations by certain state officials.	Pending
New York	SB 7511	Amends various laws in relation to implementing the state budget, requires health insurance policies to include coverage of all FDA-approved contraceptive drugs, devices, and products, as well as voluntary sterilization procedures, contraceptive education and counseling, and related follow up services, prohibits a health insurance policy from imposing any cost-sharing requirements or other restrictions or delays with respect to this coverage (Part A). <i>Mentions Creating a Legislative Sexual Harassment Policy in Budget</i>	Pending

State	Bill Number	Summary	Status
New York	SB 7848	Enacts comprehensive sexual harassment policies for New York state, relates to prevention of sexual harassment by state contractors (Part A), prohibits mandatory arbitration clauses based upon sexual harassment (Part B), relates to individual liability for sexual harassment (Part C), prohibits entering into confidential settlements (Part D), establishes a unit to receive and investigate sexual harassment claims (Part E), enacts uniform standards for sexual harassment policies for all branches of state.	Pending
New York	SB 8426	Amends the Legislative Law, establishes that no lobbyist shall commit an act of sexual harassment while engaging in lobbying or lobbying activities.	Pending
New York	SB 8755	Relates to policies regarding the prevention of sexual harassment in the legislature.	Pending
Ohio	SB 270	Requires that all legislative employers have a sexual harassment policy on file, creates the General Assembly Sexual Harassment Task Force, authorizes the Office of Legislative Inspector General to investigate sexual harassment claims within the General Assembly, exempts from Public Records Law the identity of a complainant and victim of a sexual harassment complaint, makes an appropriation.	Pending
Oklahoma	HB 3149	Relates to Oklahoma House of Representatives, establishes a sexual harassment prevention program, provides for codification, provides an effective date.	Failed - Adjourned
Pennsylvania	HB 1957	Provides for the requirement of sexual harassment training for members, officers, employees, interns and Fellows of the General Assembly, provides for a periodic survey.	Pending
Pennsylvania	HB 1965	Amends Title 46 Legislature of the Pennsylvania Consolidated Statutes, provides for professional conduct.	Pending
Pennsylvania	HR 612	Amends the Ethical Conduct Rules of the House of Representatives, provides for Committee on Ethics.	Pending

State	Bill Number	Summary	Status
Pennsylvania	HR 684	Establishes the Task Force on the Prevention of Sexual Harassment.	Pending
Pennsylvania	HR 828	Establishes the Task Force on Harassment and Sexual Misconduct in the Workplace.	Pending
Pennsylvania	HR 829	Directs the Joint State Government Commission to study the frequency of harassment and sexual misconduct in the workplace in State government, to conduct a Thorough and comprehensive analysis of the prevalence and results of harassment and sexual misconduct complaints, to compare the workplace policies on harassment and sexual misconduct throughout State government and to report to the General Assembly with it findings and recommendations.	Pending
Pennsylvania	SB 1151	Amends statutes relating to public officers, relates to lobbying disclosure, provides for registration, prohibited activities, and penalties.	Pending
Pennsylvania	SR 327	Establishes the Task Force on the Prevention of Sexual Harassment.	Pending
Rhode Island	HB 7678	(Resolution)Would create an eleven (11) member special legislative commission whose purpose it would be to study unlawful sexual harassment in the workplace and who would report back to the House of Representatives no later than May 17, 2018 and whose life would expire on June 7, 2018.	Adopted
Rhode Island	HB 8206	(Resolution)Would extend the reporting date of the special legislative commission to study unlawful sexual harassment in the workplace from May 17, 2018, to May 29, 2018.	Adopted
Tennessee	HB 1918	Relates to general assembly, subjects all files concerning complaints initiated under either the former sexual harassment policy or the current workplace discrimination and harassment policy to public disclosure upon completion of proceedings, requires information concerning the identity of the complainant to be redacted prior to disclosure.	Failed - Adjourned

State	Bill Number	Summary	Status
Tennessee	SB 1958	Relates to General Assembly, subjects all Files concerning complaints initiated under either the former sexual harassment policy or the current workplace discrimination and harassment policy to public disclosure upon completion of proceedings, requires information concerning the identity of the complainant to be redacted prior to disclosure.	Failed - Adjourned
Virginia	HB 371	Establishes the Sexual Harassment Training Act, requires every legislative branch employee to complete a sexual harassment training course every two calendar years, provides that the training shall be provided online, provides that the elected members of the House and Senate shall complete the training by each respective Clerk, requires the Clerks of the House and Senate to maintain records of completed training on sexual harassment.	Enacted
Virginia	HB 1053	Relates to policies against workplace harassment, relates to legislative branch, requires each legislative branch agency to adopt and implement the Commonwealth Workplace Harassment Policy (CWHP) established by the Department of Human Resource Management (DHRM), provides that CWHP will apply to legislative branch employees.	Failed
Virginia	HB 1057	Relates to sexual harassment training, relates to legislative branch, requires General Assembly members, full time legislative staff of General Assembly members compensated with state appropriations, and full time employees of each legislative branch agency to complete sexual harassment training once every two calendar years through the Commonwealth of Virginia Learning Center administered by the Department of Human Resource Management.	Failed

State	Bill Number	Summary	Status
Virginia	SB 796	Establishes the Sexual Harassment Training Act, requires every legislative branch employee to complete a sexual harassment training course every two calendar years, provides that the training shall be provided online, provides that the elected members of the House and Senate shall complete the training by each respective Clerk, requires the Clerks of the House and Senate to maintain records of completed training on sexual harassment.	Enacted
Virginia	SB 892	Relates to sexual harassment training, relates to legislative branch, requires General Assembly members, full-time legislative staff of General Assembly members compensated with state appropriations, and full-time employees of each legislative branch agency to complete sexual harassment training once every calendar year through the Commonwealth of Virginia Learning Center administered by the Department of Human Resource Management (DHRM), concerns persons elected to the General Assembly.	Failed
Vermont	HB 707	Prohibits employment agreements from containing provisions that waive an employee's rights or remedies with respect to a claim of sexual harassment, requires agreements to settle a sexual harassment claim to state that the employee may report sexual harassment or cooperate with any investigation thereof, requires notification to the Attorney General of any settlements, authorizes workplace audits for compliance, provides protections to independent contractors.	Enacted
Vermont	HR 5	Relating to House Rules.	Adopted

State	Bill Number	Summary	Status
Washington	HB 2759	Establishes the State Women's Commission, requires the Director of the Commission to monitor state legislation and advocate for legislation affecting women, work with state agencies to assess programs and policies that affect women, conduct an analysis of pay inequity based on gender among individuals employed in the Office of the Governor, coordinate with the minority commissions and human rights commissions, and work as a liaison to eliminate barriers to women's economic equity.	Enacted
Washington	HCR 4413	Creates the Unified Table on Sexual Harassment.	Failed - Adjourned
Washington	SB 6583	Establishes the state women's commission.	Failed - Adjourned

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