

**SB 479 STAFF MEASURE SUMMARY**

**Senate Committee On Workforce**

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**Prepared By:** Ellen Osoinach, LPRO Analyst

**Meeting Dates:** 1/24, 3/5

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**WHAT THE MEASURE DOES:**

Requires public employers to adopt written policies to prevent workplace harassment. Requires policies include explanation to victims regarding rights, remedies, and confidentiality. Requires public employer to provide copy of policies to each employee. Requires public employer to develop written policies and procedures for investigating report of workplace harassment. Prohibits public funds being paid to any person in exchange for person's silence or inaction related to allegation or investigation of workplace harassment.

**ISSUES DISCUSSED:**

**EFFECT OF AMENDMENT:**

No amendment.

**BACKGROUND:**

Currently, the State does not require public employers to have policies preventing workplace harassment as defined in the bill. Most public employers have policies related to the reporting and investigation of discrimination, including sexual harassment, but the state does not mandate uniformity in those policies. Senate Bill 479 would require public employers to adopt policies preventing workplace harassment and would proscribe minimum standards for those policies.