



State of Connecticut  
**COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES**

450 Columbus Boulevard, Suite 2, Hartford, CT 06103

*Promoting Equality and Justice for all People*

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**GOVERNMENT ADMINISTRATION AND ELECTIONS COMMITTEE  
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**Testimony Regarding S.B. No. 494, An Act Requiring State Contractors and Unions to Adopt a Sexual Harassment Policy**

Good morning Senator Flexer, Senator McLachlan, Representative Fox, and distinguished members of the Government Administration and Elections Committee. My name is Tanya Hughes, and I am the Executive Director of the Commission on Human Rights and Opportunities (CHRO). The CHRO is grateful for the opportunity to provide testimony regarding S.B. 494, An Act Requiring State Contractors and Unions to Adopt a Sexual Harassment Policy.

As the State's civil rights agency, we support and applaud the policy behind S.B. 494 to ensure that sexual harassment is prevented and not tolerated. We have, however, some brief comments for the Committee's consideration. First, S.B. 494 may be duplicating what is already in existence since contractors doing business with the state must have a harassment policy, which would of course include sexual harassment. Moreover, current law requires employers to post a "Sexual Harassment is Illegal" and a general "Discrimination is Illegal" poster. State and federal laws against sexual harassment are referenced; sexual harassment is defined; the anti-retaliation provision is spelled out; and detailed contact information for CHRO is provided. Second, the training requirement in S.B. 494 would apply to all contractors and labor organizations regardless of the number of employees. Our antidiscrimination laws apply to employers with three or more employees, and the sexual harassment training requirement applies to employers with fifty or more employees. See CONN. GEN. STAT. Sections 46a-51(11) and 46a-54(15). Therefore, S.B. 494 would place enhanced training requirements on employers that are contractors and labor organizations, but not other employers.

Thank you for the opportunity to provide testimony regarding S.B. 494.