



General Assembly

February Session, 2018

**Governor's Bill No. 5043**

LCO No. 320



Referred to Committee on LABOR AND PUBLIC  
EMPLOYEES

Introduced by:

REP. ARESIMOWICZ, 30<sup>th</sup> Dist.

REP. RITTER M., 1<sup>st</sup> Dist.

SEN. LOONEY, 11<sup>th</sup> Dist.

SEN. DUFF, 25<sup>th</sup> Dist.

***AN ACT PROMOTING A FAIR, CIVIL AND HARASSMENT-FREE  
WORKPLACE.***

Be it enacted by the Senate and House of Representatives in General  
Assembly convened:

1 Section 1. Subdivision (15) of section 46a-54 of the 2018 supplement  
2 to the general statutes is repealed and the following is substituted in  
3 lieu thereof (*Effective October 1, 2018*):

4 (15) (A) To require an employer having three or more employees to:  
5 [post] (i) Post in a prominent and accessible location information  
6 concerning the illegality of [sexual] harassment on the basis of any  
7 status described in subsection (b) of section 46a-60 or section 46a-81c,  
8 which harassment may include, but need not be limited to, sexual  
9 harassment, and the remedies available to [victims] the targets of  
10 [sexual] such harassment, [; and (B) to require an employer having fifty  
11 or more employees to] and (ii) directly communicate such information

12 and remedies to employees on an annual basis;

13 (B) To require an employer having fifteen or more employees to  
14 provide (i) (I) on or before October 1, 2019, two cumulative hours of  
15 awareness and antiharassment compliance training and education to  
16 all supervisory employees, [within one year of October 1, 1992, and to]  
17 and (II) after October 1, 2019, such training and education for all new  
18 supervisory employees [within] not later than six months [of] after  
19 their assumption of a supervisory position, provided any employer  
20 who has provided such training and education to any such employees  
21 after October 1, [1991] 2017, shall not be required to provide such  
22 training and education a second time; [.] (ii) (I) on or before October 1,  
23 2019, such training and education to all nonsupervisory employees,  
24 and (II) after October 1, 2019, such training and education for all new  
25 nonsupervisory employees not later than six months after their date of  
26 hire, provided any employer who has provided such training and  
27 education to any such employees after October 1, 2017, shall not be  
28 required to provide such training and education a second time; and  
29 (iii) periodic, supplemental training that updates all supervisory and  
30 nonsupervisory employees on the content of such training and  
31 education not less than every five years; and

32 (C) Such training and education shall include, [information  
33 concerning] but need not be limited to: (i) Training on the federal and  
34 state statutory provisions concerning [sexual] harassment, [and]  
35 remedies available to [victims] targets of [sexual] harassment,  
36 including sexual harassment, the employer's policy against  
37 harassment, examples of the types of conduct that constitute and do  
38 not constitute harassment and strategies to prevent harassment, (ii)  
39 bystander intervention training, and (iii) a discussion of workplace  
40 civility that shall include what is acceptable and expected behavior in  
41 the workplace. As used in this subdivision, "sexual harassment" has  
42 the same meaning as provided in subdivision (8) of subsection (b) of  
43 section 46a-60, and "employer" includes the General Assembly;

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>October 1, 2018</i>	46a-54(15)
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**LAB**      *Joint Favorable*