



General Assembly

Amendment

February Session, 2018

LCO No. 5636



Offered by:
REP. O'DEA, 125th Dist.

To: Subst. Senate Bill No. **132** File No. 604 Cal. No. 530

(As Amended by Senate Amendment Schedules "A" and "C")

"AN ACT COMBATTING SEXUAL HARASSMENT AND SEXUAL ASSAULT."

1 Strike subdivision (15) of section 1 in its entirety and insert the
2 following in lieu thereof:

3 "(15) (A) To require an employer having three or more employees to
4 (i) post in a prominent and accessible location information concerning
5 the illegality of sexual harassment and remedies available to victims of
6 sexual harassment, and (ii) provide, not later than three months after
7 the employee's start date with the employer, a copy of the information
8 concerning the illegality of sexual harassment and remedies available
9 to victims of sexual harassment to each employee by electronic mail
10 with a subject line that includes the words "Sexual Harassment Policy"
11 or words of similar import, if (I) the employer has provided an
12 electronic mail account to the employee, or (II) the employee has
13 provided the employer with an electronic mail address, provided, if an
14 employer has not provided an electronic mail account to the employee,

15 the employer shall post the information concerning the illegality of
16 sexual harassment and remedies available to victims of sexual
17 harassment on the employer's Internet web site, if the employer
18 maintains such an Internet web site. An employer may comply with
19 the requirements of this clause, by providing an employee with the
20 link to the commission's Internet web site concerning the illegality of
21 sexual harassment and the remedies available to victims of sexual
22 harassment by electronic mail, text message or in writing; and (B) to
23 require an employer having (i) fifty or more employees to provide two
24 hours of training and education to all [supervisory] employees within
25 one year of [October 1, 1992, and to all new supervisory employees
26 within six months of their assumption of a supervisory position]
27 October 1, 2018, provided any employer who has provided such
28 training and education to any such employees after October 1, [1991]
29 2017, shall not be required to provide such training and education a
30 second time. Any employee hired on or after October 1, 2018, by an
31 employer having fifty or more employees, shall receive such training
32 and education not later than six months after the date of his or her hire,
33 provided the commission has developed and made available such
34 training and education materials in accordance with the provisions of
35 subdivision (8) of subsection (a) of section 46a-56, as amended by this
36 act; or (ii) less than fifty employees to provide two hours of training
37 and education to all supervisory employees within one year of October
38 1, 2018, and to all new supervisory employees within six months of
39 their assumption of a supervisory position, provided any employer
40 who has provided such training and education to any such
41 supervisory employees after October 1, 2017, shall not be required to
42 provide such training and education a second time. Any supervisory
43 employee hired on or after October 1, 2018, by an employer having less
44 than fifty employees, shall receive such training and education not
45 later than six months after the date of his or her hire, provided the
46 commission has developed and made available such training and
47 education materials in accordance with the provisions of subdivision
48 (8) of subsection (a) of section 46a-56, as amended by this act. Such
49 training and education shall include information concerning (I) the

50 federal and state statutory provisions concerning sexual harassment
51 and remedies available to victims of sexual harassment, including, but
52 not limited to, the remedies available from the commission pursuant to
53 the provisions of this chapter, and (II) the type of conduct that
54 constitutes sexual assault as defined in section 54-240. An employer
55 who is required to provide training under this subdivision shall
56 provide periodic supplemental training that updates all supervisory
57 and nonsupervisory employees on the content of such training and
58 education not less than every ten years. As used in this subdivision,
59 "sexual harassment" has the same meaning as provided in subdivision
60 (8) of subsection (b) of section 46a-60, as amended by this act, and
61 "employer" includes the General Assembly;"

62 Strike sections 18 and 19 in their entirety and insert the following in
63 lieu thereof:

64 "Sec. 18. (*Effective from passage*) (a) There is established a task force to
65 study the statutes of limitations for the prosecution of crimes of sexual
66 assault provided in sections 54-193 to 54-193b, inclusive, of the general
67 statutes. The task force shall evaluate said sections of the general
68 statutes and consider whether any specified time period for
69 prosecuting a person for committing a crime of sexual assault should
70 be amended.

71 (b) The task force shall consist of the following members or their
72 designees: (1) The chairpersons and ranking members of the joint
73 standing committee of the General Assembly having cognizance of
74 matters relating to the judiciary; (2) the Chief State's Attorney; (3) the
75 Chief Public Defender; (4) the Victim Advocate; (5) an active or retired
76 judge appointed by the Chief Justice of the Supreme Court; (6) the
77 director of the Division of Scientific Services within the Department of
78 Emergency Services and Public Protection; (7) a representative of the
79 criminal defense bar appointed by the president of the Connecticut
80 Criminal Defense Lawyers Association; (8) a representative from the
81 Connecticut Innocence Project; and (9) seven public members,
82 including the dean of a law school located in this state, appointed one

83 each by the president pro tempore of the Senate, the Senate Republican
84 president pro tempore, the speaker of the House of Representatives,
85 the majority leader of the Senate, the majority leader of the House of
86 Representatives, the deputy Senate Republican president pro tempore,
87 and the minority leader of the House of Representatives.

88 (c) Only a member of the task force appointed under subdivision (1)
89 of subsection (b) of this section may be a member of the General
90 Assembly.

91 (d) All appointments to the task force shall be made not later than
92 thirty days after the effective date of this section. Any vacancy shall be
93 filled by the appointing authority.

94 (e) The chairpersons of the joint standing committee of the General
95 Assembly having cognizance of matters relating to the judiciary shall
96 select the chairpersons of the task force from among the members of
97 the task force. Such chairpersons shall schedule the first meeting of the
98 task force, which shall be held not later than sixty days after the
99 effective date of this section.

100 (f) The administrative staff of the joint standing committee of the
101 General Assembly having cognizance of matters relating to judiciary
102 shall serve as administrative staff of the task force.

103 (g) Not later than January 1, 2019, the task force shall submit a
104 report on its findings and recommendations to the joint standing
105 committee of the General Assembly having cognizance of matters
106 relating to the judiciary, in accordance with the provisions of section
107 11-4a of the general statutes. The task force shall terminate on the date
108 that it submits such report or January 1, 2019, whichever is later."