
OLR Bill Analysis**sSB 697*****AN ACT CONCERNING NONDISCLOSURE AGREEMENTS IN THE WORKPLACE.*****SUMMARY**

This bill bars an employer from entering into or negotiating a contract with an employee or prospective employee that contains a nondisclosure or nondisparagement clause, waiver, or other provision that prevents the employee from disclosing or discussing workplace sexual harassment or sexual assault. Under the bill, the contract provisions may not prohibit the employee from disclosing or discussing such harassment or assault occurring (1) in the workplace, (2) at a work-related event coordinated by the employer or employees, or (3) between employees or between an employer and an employee off the employment premises.

The bill allows employees or prospective employees to bring a lawsuit to redress a violation of its provisions in any court of competent jurisdiction. The court may find an employer liable for compensatory damages, attorney's fees and costs, punitive damages, and other equitable relief as the court deems just and proper.

EFFECTIVE DATE: July 1, 2019

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 11 Nay 3 (03/19/2019)