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Co-Chairs Senator Winfield and Representative Stafstrom  
Joint Committee on Judiciary  
Legislative Office Building, Room 2500  
Via email: [judgetestimony@cga.ct.gov](mailto:judgetestimony@cga.ct.gov)

**Written Testimony of Juan Hernandez**  
**Vice President and District Leader, 32BJ SEIU**  
**S.B. 3, An Act Combatting Sexual Assault and Sexual Harassment**

Thank you to the Joint Committee on Judiciary for the opportunity to submit testimony in support of S.B. 3, An Act Combatting Sexual Assault and Sexual Harassment. On behalf of 32BJ and our members, we stand proudly behind any effort to protect workers from any form of harassment or abuse of power on the job and urge you to support the passage of this bill out of committee.

32BJ represents over 4,500 men and women in the State of Connecticut and 163,000 people up and down the East Coast. Our members are the backbone of the property service industry – building workers; security officers; and office, school, theatre, stadium, and window cleaners.

We are in a political and cultural moment where the public conscious is focused on working to repair the deeply entrenched harms that women have faced in all part of our society, including in the workplace. According to the National Women’s Law Center, between 2012 and 2016 Black women filed nearly 3 times as many sexual harassment charges than white, non-hispanic women despite making up a smaller portion of the workforce. Moreover, the industries that report the highest levels of sexual harassment are the ones where Black and Latino women are overrepresented.<sup>1</sup>

This bill guides employers on sexual harassment prevention while supporting employees who have been harassed through a focus on stronger protections and remedies. Sexual harassment is an abuse of power that, as stated above, disproportionately affects women and people of color at a higher rate. Repercussions for reporting are harsh for many who may lose their jobs, be forced to work in alternative and lesser positions, or continue to see the offender daily on the job creating a sense of insecurity and fear. The Time’s Up bill requires training for all current and new employees, as well as creates protections for workers who report the harassment.

We need to ensure that all women, but especially women of color and low-wage worker women, are safe and respected in the workplace.

I urge you to pass SB 3, An Act Combatting Sexual Assault and Sexual Harassment out of committee today.

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<sup>i</sup> We Need to Bring the Disproportionate Sexual Harassment of Black Women and Low Wage Workers out of the Shadows:  
<https://nwc.org/blog/we-need-to-bring-the-disproportionate-sexual-harassment-of-black-women-and-low-wage-workers-out-of-the-shadows/>