



General Assembly

January Session, 2019

Committee Bill No. 697

LCO No. 5810



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

**AN ACT CONCERNING NONDISCLOSURE AGREEMENTS IN THE
WORKPLACE.**

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

1 (NEW) (*Effective July 1, 2019*) (a) An employer shall not enter into or
2 negotiate a contract with an employee or prospective employee as a
3 condition of employment, continued employment, promotion,
4 compensation or benefit, if such contract contains a nondisclosure
5 clause, nondisparagement clause, waiver or other provision that has
6 the purpose or effect of preventing the employee from disclosing or
7 discussing sexual harassment or sexual assault occurring in the
8 workplace, at a work-related event coordinated by or through the
9 employer or between employees, or between an employer and an
10 employee, off the employment premises.

11 (b) An action to redress a violation of subsection (a) of this section
12 may be maintained in any court of competent jurisdiction by any one
13 or more employees or prospective employees.

14 (c) An employer who violates subsection (a) of this section may be
15 found liable for compensatory damages, attorney's fees and costs,

16 punitive damages and such legal and equitable relief as the court
17 deems just and proper.

This act shall take effect as follows and shall amend the following sections:		
(NEW)	July 1, 2019	New section

Statement of Purpose:

To prohibit the silencing of victims in the workplace and to prevent sexual harassment by repeat offenders.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]

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