OLR Bill Analysis
HB 5271

AN ACT INCREASING SEXUAL HARASSMENT PREVENTION TRAINING.

SUMMARY

This bill increases, from two to four hours, the sexual harassment training that the Commission on Human Rights and Opportunities (CHRO) can require employers with 50 or more employees to offer their supervisory employees. The bill retains the current law’s requirement that the training take place within six months of an employee becoming a supervisor. But it requires the training to also be offered annually to all supervisory employees.

In addition, the bill expands the training’s scope to include (1) information on the employer’s sexual harassment policy and (2) examples of the conduct that constitutes sexual harassment, including at a minimum, the spectrum of behaviors that constitute harassment, ranging from verbal harassment to sexual assault. Under existing law the training must include information on federal and state law concerning sexual harassment and the available remedies.

EFFECTIVE DATE: October 1, 2019

BACKGROUND

Related Bill

HB 7044, favorably reported by the Labor Committee, expands the sexual harassment training topics that CHRO can require of certain employers and makes other changes related to sexual harassment cases.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable
| Yea | 13 | Nay | 0 | (03/21/2019) |