



General Assembly

January Session, 2019

**Committee Bill No. 5271**

LCO No. 5836



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:  
(LAB)

***AN ACT INCREASING SEXUAL HARASSMENT PREVENTION TRAINING.***

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

1 Section 1. Subdivision (15) of section 46a-54 of the general statutes is  
2 repealed and the following is substituted in lieu thereof (*Effective*  
3 *October 1, 2019*):

4 (15) (A) To require an employer having three or more employees to  
5 post in a prominent and accessible location information concerning the  
6 illegality of sexual harassment and remedies available to victims of  
7 sexual harassment; and (B) to require an employer having fifty or more  
8 employees to provide [two] four hours of training and education to all  
9 supervisory employees [within one year of October 1, 1992,] each  
10 calendar year and to all new supervisory employees within six months  
11 of their assumption of a supervisory position. [, provided any  
12 employer who has provided such training and education to any such  
13 employees after October 1, 1991, shall not be required to provide such  
14 training and education a second time.] Such training and education  
15 shall include, [information concerning] but need not be limited to, (i)  
16 information on the federal and state statutory provisions concerning

17 sexual harassment and remedies available to victims of sexual  
18 harassment, (ii) the employer's policy regarding sexual harassment,  
19 and (iii) examples of the types of conduct that constitute sexual  
20 harassment, including, but not limited to, the spectrum of different  
21 behaviors that constitute such harassment, ranging from verbal  
22 harassment to sexual assault. As used in this subdivision, "sexual  
23 harassment" has the same meaning as provided in subdivision (8) of  
24 subsection (b) of section 46a-60, and "employer" includes the General  
25 Assembly;

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2019	46a-54(15)

**LAB**      *Joint Favorable*