



# CONSUMER ATTORNEYS OF CALIFORNIA

*Seeking Justice for All*

## Two more CAOC-backed bills protecting victims of sexual misconduct introduced

Give victims more time to file claims, make employers keep records longer

**SACRAMENTO (Jan. 18, 2018)** – California would offer additional protection against sexual misconduct in the workplace under two bills, both supported by Consumer Attorneys of California, that have been introduced at the State Capitol.

Assembly Bill 1870, the SHARE (Stopping Harassment and Reporting Extension) Act, would extend the time to file claims of harassment and discrimination under the California Fair Employment and Housing Act from one year to three years. The bill is jointly authored by Assembly Members Eloise Gomez Reyes (D-San Bernardino), Laura Friedman (D-Glendale) and Marie Waldron (R-Escondido) and is co-sponsored by CAOC along with the California Employment Lawyers Association and Equal Rights Advocates.

Reyes is also the author of Assembly Bill 1867, which would require California businesses with 50 or more employees to keep records of employee complaints of sexual harassment for 10 years from the date of filing. This will make it harder for employers to conceal a history of harassment by an employee and provide evidence that an employer was aware of previous issues with an employee's behavior.

CAOC also sponsors Senate Bill 820, the STAND Act (Stand Together Against Non-Disclosures), introduced earlier this month by Sen. Connie Leyva (D-Chino) and co-sponsored by the California Women's Law Center. It would prohibit non-disclosure agreements related to sexual assault, sexual harassment and sexual discrimination in settlements involving California employers, both public and private.

“Californians have made it clear that enough is enough with regards to sexual misconduct in the workplace,” said Consumer Attorneys of California Legislative Chair Micha Star Liberty. “The legislation we are backing will give victims more opportunity to speak out, make it harder for employers to claim ignorance about problem employees and ban secrecy clauses that hide illegal behavior. We need to do more to make the workplace safe for all Californians.”

*Consumer Attorneys of California is a professional organization of plaintiffs' attorneys representing consumers seeking accountability against wrongdoers in cases involving personal injury, product liability, environmental degradation and other causes.*

### **For more information:**

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