



CAOC-backed bills part of package promoted by coalition fighting sexual harassment in California

SACRAMENTO (March 13, 2018) – Two bills supported by Consumer Attorneys of California are part of a package of legislation combating sexual harassment announced by a statewide coalition of advocates today at the state Capitol in Sacramento.

The Stronger California Advocates Network, [which includes CAOC](#), is leading the fight to pass the most forceful answer to workplace sexual misconduct in the nation. Network leaders detailed a package of 15 bills at the Capitol alongside members of the Legislative Women’s Caucus.

The CAOC-backed bills that are included are:

- [Assembly Bill 1870](#) (Reyes, Friedman, Waldron) will extend the time for filing harassment and discrimination claims from one year to three years, making it more consistent with the filing time limits for other actions.
- [Assembly Bill 3080](#) (Gonzalez Fletcher) will ensure that workers are not forced to waive their right to take workplace sexual assault, harassment or discrimination claims to a court or state agency. The bill also prohibits employers from threatening, retaliating against or firing workers because they refuse to consent to such a waiver.

In addition, CAOC is supporting two other bills that end the protection of sexual predators:

- [Senate Bill 820](#) (Leyva), also known as the STAND (Stand Together Against Non-Disclosures) Act, will ban non-disclosure agreements as part of settlements in cases of sexual harassment, sexual assault and sex discrimination. Such secret settlements allow repeat offenders to continue to harass and endanger others.
- [Assembly Bill 1867](#) (Reyes) will 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.

“Too many people have gotten away with too much sexual wrongdoing in the workplace for far too long,” said CAOC president Lee Harris. “It’s time to bring this behavior to an end and protect Californians from sexual predators at work. The bills we are supporting will go a long way toward accomplishing that.”

For more information:

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