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Betsy Butler

April 3, 2018

The Honorable Hannah-Beth Jackson
California State Senate
State Capitol, Room #2032
Sacramento, CA 95814

Re: Support SB 1300 - FEHA Harassment and Discrimination

Dear Senator Jackson:

On behalf of the California Women's Law Center (CWLC), we write to express our support for SB 1300, which will help combat harassment and discrimination in the workplace by closing legal loopholes and strengthening protections under the Fair Employment and Housing Act (FEHA).

SB 1300 addresses gaps in the current law by proposing several important reforms. First, SB 1300 will provide guidance on the application of the "severe or pervasive" standard for sexual harassment claims, to ensure that the standard is consistent and fair. The bill also makes clear that employers must take the steps necessary to prevent the harassment from occurring in the first place. The bill clarifies that if the employer knew or should have known that the conduct was unwelcome to the plaintiff, the employer must take all reasonable steps to prevent the same or similar conduct from occurring again.

In addition, SB 1300 will make it an unlawful employment practice for an employer to require an employee to sign a release of a claim or right under FEHA in exchange for a raise or bonus, or as a condition of employment or continued employment. The bill would also prohibit an employer from requiring an employee to sign a non-disparagement agreement or other document that purports to deny the employee the right to disclose information about unlawful acts in the workplace.

SB 1300 will also require that all employers covered under FEHA provide sexual harassment training to *all* employees, not just supervisory employees. The training must include practical guidance on how bystanders can recognize potentially problematic behaviors and take action.

CWLC's mission is to advance the potential of women and girls through transformative litigation, policy advocacy, and education. For nearly 30 years, CWLC has been a leader combating sexual harassment, assault and discrimination in the workplace.

For these reasons, California Women's Law Center supports SB 1300.

Sincerely,



Betsy Butler
Executive Director