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Betsy Butler

September 4, 2018

The Honorable Edmund G. Brown, Jr.
Governor, State of California
State Capitol, First Floor
Sacramento, CA 95814

Re: SB 1300 (Jackson) – Urge Signature

Dear Governor Brown:

On behalf of the California Women's Law Center (CWLC), we write to urge your signature on 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 clarifies that if an employer knows or should know that conduct is unwelcome to the plaintiff, it 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 to require an employee to sign a release of a claim or right under FEHA as a condition of employment or other work-related benefits, or to require an employee sign a non-disparagement agreement denying 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, instead of only supervisory employees.

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 urges your signature on SB 1300.

Sincerely,



Betsy Butler
Executive Director