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Betsy Butler

March 16, 2021

Senator Connie M. Leyva
California State Senate
State Capitol Building, Room 4061
Sacramento, CA 95814

RE: Senate Bill 331 (Leyva) – Support

Dear Senator Leyva,

On behalf of the California Women's Law Center (CWLC), we write in support of SB 331 which seeks to strengthen and clarify the law surrounding settlements of civil lawsuits against serial harassers.

Existing law disfavors the confidential, or "secret," settlement of civil actions pertaining to sexual harassment, sexual assault and sex discrimination because they are deemed to be of strong public interest. SB 331 will extend the types of claims covered to include all forms of harassment and discrimination, and will help combat the practice predators use to hide behind confidentiality provisions in settlement agreements, allowing them to continue to hurt innocent victims.

SB 331 will clarify that these confidential settlements are prohibited in cases regarding all types of harassment and discrimination, expanding on current California protections in cases of sexual assault, sexual harassment and sex discrimination. This bill will help resolve an often unworkable situation where a non-disclosure agreement covers only one aspect of a worker's intersectional experience and claim, which often includes multiple bases such as race, age, and gender.

CWLC's mission is to create a more just and equitable society by breaking down barriers and advancing the potential of women and girls through transformative litigation, policy advocacy, and education. We prioritize fair and safe working conditions for everyone.

For these reasons, the California Women's Law Center supports SB 331.

Sincerely,



Betsy Butler
Executive Director