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August 23, 2018

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

Re: AB 3081 – Urge Signature

Dear Governor Brown,

On behalf of the California Women's Law Center (CWLC), we write to urge your signature on AB 3081, which will ensure that all workers have sufficient protection and resources to prevent and address sexual harassment in the workplace.

Women make up three-quarters of the low wage work force, and workers in low-wage jobs are especially vulnerable to harassment. Many of these workers are more susceptible to abuse due to their immigration status, isolated working conditions, financial hardship, and lack of education about their rights. Sixty percent of workers who experience sexual harassment in the workplace do not report it. Often, this is because workers are afraid they will be retaliated against and potentially lose their job and ability to provide for their family if they report the harassment.

AB 3081 addresses these issues by establishing a rebuttable presumption of unlawful retaliation if an employer discriminates or retaliates against an employee in any way within 90 days after a sexual harassment complaint is filed. It also requires employers to provide sexual harassment training to their employees, notify employees on a regular basis of their rights related to sexual harassment, and establish a means for reporting sexual harassment anonymously.

CWLC's mission is to advance the potential of women and girls through transformative litigation, policy advocacy, and education. For nearly three decades, CWLC has been fighting against sexual assault, harassment and discrimination in the workplace.

For these reasons, the California Women's Law Center urges your signature on AB 3081.

Sincerely,



Betsy Butler
Executive Director