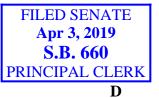
GENERAL ASSEMBLY OF NORTH CAROLINA SESSION 2019



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SENATE BILL DRS15309-MMa-72A

Short Title:	Gen. Assembly/Prevent Workplace Harassment.	(Public)
Sponsors:	Senators Smith, Blue, and Foushee (Primary Sponsors).	
Referred to:		

1		A BILL TO BE ENTITLED
2	AN ACT TO R	EQUIRE THE GENERAL ASSEMBLY TO DEVELOP AND IMPLEMENT
3	MANDATC	RY ETHICS TRAINING TO PREVENT WORKPLACE HARASSMENT
4	AND OTH	ER FORMS OF DISCRIMINATION IN THE WORKPLACE, TO ADOPT
5	CLEAR SA	NCTIONS POLICIES FOR WORKPLACE HARASSMENT AND OTHER
6	FORMS OF	WORKPLACE DISCRIMINATION AT THE GENERAL ASSEMBLY, TO
7		AND IMPLEMENT A COMPLAINT FILING PROCESS THAT IS
8	CONFIDEN	TIAL, AND TO APPROPRIATE FUNDS.
9	The General As	sembly of North Carolina enacts:
10	SEC	TION 1. Article 7 of Chapter 120 of the General Statutes is amended by adding
11	a new section to	read:
12	" <u>§ 120-32.05.</u>	Mandatory workplace harassment prevention policies, education, and
13		plaint process.
14	(a) No la	ater than December 31, 2019, the Legislative Services Commission (LSC) and
15	the Legislative	Ethics Committee (LEC) shall jointly develop, adopt, and implement "zero
16	tolerance" polic	ies regarding sexual harassment, abuse, misconduct, gender bias, and all other
17	forms of discrir	nination in the workplace. The policies developed under this section shall be
18	incorporated by	reference into each chamber's permanent rules and shall include protections for
19	pages and unpai	d volunteers providing services to the General Assembly.
20	(b) The	policies required under this section shall include all of the following:
21	<u>(1)</u>	Mandatory annual ethics training for all legislators, legislative officers, and
22		legislative employees of the General Assembly. The training will focus on the
23		identification and prevention of sexual harassment, abuse, misconduct, gender
24		bias, and all other forms of discrimination in the workplace.
25	<u>(2)</u>	Effective and clear sanctions for incidents of sexual harassment, abuse,
26		misconduct, gender bias, and all other forms of discrimination in the
27		workplace. The sanctions shall be applicable to all legislators, legislative
28		officers, and legislative employees.
29	<u>(3)</u>	A complaint filing process that provides for reporting improper workplace
30		conduct and ethical violations to a designated employee administratively
31		located in the office that provides human resource services to the General
32		Assembly. Reports to this individual shall be considered employment-related
33		information and shall be confidential as provided in G.S. 126-22(a). The
34		designated individual shall have the authority to investigate complaints, find
35		facts, and make recommendations regarding appropriate sanctions to the
36		Commission and the Committee as applicable.



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L	(4) The LSC shall contract with an independent third party to provide the
2	following services related to implementation of this section:
3	<u>a.</u> <u>Confidential information and advice to individuals who file</u>
1	complaints under subdivision (3) of this subsection.
5	b. Investigative support and advice to the designated employee receiving
5	and investigating reports of misconduct."
7	SECTION 2. There is appropriated from the General Fund to the General Assembly,
3	Legislative Services Commission, the sum of two hundred fifty thousand dollars (\$250,000) for
)	the 2019-2020 and 2020-2021 fiscal years to be used to implement this act. The funds shall be
)	allocated as follows:
L	(1) Fifty thousand dollars (\$50,000) for literature, documents, and training
2	materials required for developing an infrastructure for a mandatory yearly
3	ethics training program that focuses on the identification and prevention of
1	sexual harassment, abuse, misconduct, gender bias, and other forms of
5	workplace discrimination.
5	(2) Two hundred thousand dollars (\$200,000) for contractual services required
7	under Section 1 of this act.
3	SECTION 3. This act becomes effective July 1, 2019.
,	SECTION 5. This act occomes encenve July 1, 2017.