

By: Turner of Tarrant

H.B. No. 1575

A BILL TO BE ENTITLED

AN ACT

relating to sexual harassment prevention training and information for employees.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subchapter A, Chapter 21, Labor Code, is amended by adding Section 21.013 to read as follows:

Sec. 21.013. SEXUAL HARASSMENT PREVENTION TRAINING AND INFORMATION. (a) In this section, the term "supervisor" includes a person with the authority to direct an employee's daily activities while at work, regardless of whether the person has the authority to hire, fire, or take other tangible employment action with respect to the employee.

(b) At least once every two years, an employer other than a state agency shall provide to each employee of the employer at least:

(1) two hours of sexual harassment prevention training, if the employee is a supervisor; and

(2) one hour of sexual harassment prevention training, if the employee is not a supervisor.

(c) The commission shall develop or obtain, and make available on its Internet website, one-hour and two-hour sexual harassment prevention training videos that may be used by employers to provide the training required by this section.

(d) The commission shall develop and make available on its

1 Internet website for use by employers informational posters and
2 fact sheets displaying information regarding the prevention of
3 sexual harassment.

4 (e) The commission may adopt rules as necessary for the
5 administration of this section.

6 SECTION 2. Not later than December 1, 2019, the Texas
7 Workforce Commission shall post on its Internet website the videos,
8 posters, and fact sheets required by Section 21.013, Labor Code, as
9 added by this Act.

10 SECTION 3. This Act takes effect September 1, 2019.