

By: Neave

H.B. No. 2743

A BILL TO BE ENTITLED

AN ACT

relating to an annual workplace climate survey conducted by state agencies.

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

SECTION 1. Chapter 651, Government Code, is amended by adding Section 651.011 to read as follows:

Sec. 651.011. ANNUAL WORKPLACE CLIMATE SURVEY. (a) In this section, "state agency" means a board, commission, council, committee, department, office, or other agency in the executive, legislative, or judicial branch of state government. The term includes an institution of higher education as defined by Section 61.003, Education Code.

(b) Not later than August 1 of each year, each state agency shall conduct a workplace climate survey of agency employees to gather information on the incidence of sexual harassment in the agency's workplace and means of addressing the harassment. The survey must:

(1) be voluntary for participants;

(2) allow participants to maintain anonymity and confidentiality of responses; and

(3) be based on scientific research and workplace best practices.

(c) Each state agency shall:

(1) review the survey responses to identify any

1 elements of the agency's workplace climate that may be associated
2 with sexual harassment; and

3 (2) make reasonable efforts to address elements
4 identified under Subdivision (1) and reduce sexual harassment in
5 the agency's workplace based on the responses provided in the
6 survey.

7 SECTION 2. A state agency is not required to comply with
8 Section 651.011, Government Code, as added by this Act, until
9 August 1, 2020.

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