

By: Turner of Tarrant

H.B. No. 4563

A BILL TO BE ENTITLED

AN ACT

relating to a requirement that certain employers maintain records of complaints alleging sexual harassment.

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

SECTION 1. Subchapter G, Chapter 21, Labor Code, is amended by adding Section 21.3015 to read as follows:

Sec. 21.3015. INTERNAL RECORD OF EMPLOYEE COMPLAINT ALLEGING SEXUAL HARASSMENT. (a) An employer who has 50 or more employees shall maintain an internal record of each employee complaint made to the employer that includes an allegation of sexual harassment. The record must be maintained for at least five years after the last date of employment with the employer of the employee who made the complaint or of any person alleged in the complaint to have committed sexual harassment, whichever date is latest.

(b) The commission may adopt rules relating to the information that must be maintained in an employer record under this section.

SECTION 2. Section 21.3015, Labor Code, as added by this Act, applies only to an employee complaint made on or after the effective date of this Act. An employee complaint made before the effective date of this Act is governed by the law in effect on the date the complaint was made, and the former law is continued in effect for that purpose.

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