

OFFICE OF ASSEMBLYMEMBER

Eloise Gómez Reyes

FORTY-SEVENTH ASSEMBLY DISTRICT

AB 1870 (Reyes, Friedman, Waldron)

Stopping Harassment and Reporting Extension (SHARE) ACT

SUMMARY

AB 1870 would allow victims of harassment more time to bring claims forward by extending the current time limit (1-year) for which claims must be filed to three years.

EXISTING LAW/BACKGROUND

The California Fair Employment and Housing Act (FEHA) is designed to protect employees from workplace harassment, discrimination, and retaliation due to protected characteristics such as sex and gender, sexual orientation, gender identity, race, age, religion, disability, and more.

Often, harassment based on gender, race, religious preferences or other protected characteristics leads to, or is connected with sexual harassment. Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work or educational setting.

Recent accounts of sexual misconduct both inside and outside the capitol community have made clear the need to take a closer look at the policies meant to ensure safe and healthy work environments. This includes how to better protect employees, some who when harassed may not immediately feel comfortable coming forward with formal accusations.

Under current law (Government Code § 12960) a victim of harassment must file a claim with the Department of Fair Employment and Housing within one year from the date of the last incident of harassment. The FEHA requires employers to "take reasonable steps to prevent and correct wrongful (harassing, discriminatory, retaliatory) behavior in the workplace.

Workplace harassment creates an intimidating, hostile, degrading, humiliating or offensive environment. These actions wreak havoc on its victims, and can cause lasting effects physically, mentally and emotionally. We cannot let the fear of retaliation and the psychological wounds caused by such actions prevent victims from seeking justice.

THIS BILL

This bill extends the statute of limitation to three years for both public and private employees to come forward with a sexual harassment claim. In addition this bill injects much needed balance into the civil system, protecting due process so that every Californian has equal access to recourse.

Support

- **California Employment Lawyers Association (Co- Sponsor)**
- **Consumer Attorneys of California (Co-Sponsor)**
- **Equal Rights Advocates (Co- Sponsor)**

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