

Selected Harassment Policies and Related Activity in Other State Legislatures

Links verified May, 2018

ALABAMA	Senate policy (adopted in March, 2018). House policy .
ALASKA	Joint legislative committee recently adopted a Workplace Conduct Policy and Harassment Policy. Committee documents include: workplan, draft retaliation language, legal memo on appeals, discussion points, additional discussion points, a work draft and related legal memo and a description of Congressional legislation
ARIZONA	Draft House policy (hosted by news organization), containing detailed investigation instructions and forms.
CALIFORNIA	Ongoing policy review in Joint Committee on Rules Subcommittee on Sexual Harassment Prevention and Response , with extensive documentation.
COLORADO	Policy . Joint chamber rule . The General Assembly recently commissioned a detailed report (4/2/18) in advance of a policy review.
CONNECTICUT	Current policy is under review. One-minute, substantive video interview with legislator.
DELAWARE	House policy (Rule 16A). Senate Policy .

FLORIDA	Senate Policy (effective January 18, 2018). House Rules (see Rule 19.1; including harassment as a “misdemeanor in office” and Rule 17.1; creating obligation for lobby to “contribute to an environment free from harassment and discrimination”).
GEORGIA	Policy (text embedded in news article) (February, 2018).
HAWAII	Senate policy (see pages 54-56). News article containing an embedded copy of House policy.
IDAHO	Draft policy (January 25, 2018).
ILLINOIS	Recent legislation , includes obligation for governmental entities and registered lobbyists to complete training and have harassment policy.
INDIANA	Recent legislation mandating training for legislators and creating a committee to establish a policy by November, 2018.
IOWA	Press release (April 17, 2018) describing components of future Senate Ethics Code.
MAINE	Policy applicable to employees (See pages 32-34). Joint rule mandating training for legislators. See Rule 108.
MARYLAND	Recent legislation . Women’s Caucus report described in legislation.

MASSACHUSETTS	Policy recommendations report (3/1/18) from House legal counsel.
MONTANA	Ongoing review by a joint committee . Current rule (#10-85, p. 4-5). Committee documents include: Policy options memo, legal counsel memo and staff and legislator brochure.
NEVADA	Policy (See Rules No. 20 and 20.5 (applicable to lobby)). News article describing outside law firm serving as initial point of contact for harassment complaints.
NEW MEXICO	Policy (January 15, 2018).
NEW YORK	Senate policy . Governing article that identifies six key components of policy.
NORTH DAKOTA	Policy (March, 2018).
TEXAS	Draft House policy (November 30, 2017).
UTAH	Policy (February 7, 2018).
VERMONT	Employee policy , (November, 2017) includes Senate policy (attachment 3) and House policy (attachment 4). Memo from legal counsel .
VIRGINIA	Recently enacted legislation mandating training for legislators and employees, effective January, 2019.

WASHINGTON	Senate policy .
WISCONSIN	Senate policy (p. 54-59) (February, 2018).
WYOMING	Policy (p. 23-28) (Adopted February, 2018. Member conduct may be subject to Ethics Investigation under Joint Rule 22-1.).

Other resources:

National Conference of State Legislatures sexual harassment [policy](#) page, [training](#) page and collection of 2018 [state legislation](#).

Equal Employment Opportunity Commission Select [Task Force](#) on the Study of Harassment in the Workplace (2016) and [Key Findings](#).