

DOM COSTA, MEMBER  
21ST DISTRICT

217 IRVIS OFFICE BUILDING  
P.O. BOX 202021  
HARRISBURG, PENNSYLVANIA 17120-2021  
(717) 783-9114  
FAX: (717) 780-4761

6806 GREENWOOD STREET, SUITE 2  
PITTSBURGH, PENNSYLVANIA 15206  
(412) 361-2040  
FAX: (412) 361-2043

EMAIL: DCOSTA@PAHOUSE.NET



**House of Representatives**  
COMMONWEALTH OF PENNSYLVANIA  
HARRISBURG

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April 24, 2018

**Rep. Dom Costa Written Testimony on HB2283**

First and foremost, I'd like to thank the committee for allowing me to offer my testimony in regard to House Bill 2283... your time is greatly appreciated...

I wanted to take the time today to stress the relevance, importance and timeliness of this bill ...because its implementation is needed now more than ever...

I introduced this bill because, quite frankly, there is no place for workplace discrimination, harassment, retaliation or sexual harassment....

I'm hopeful that if this bill passes the House, makes its way through the state Senate, and eventually finds its way to the governor's desk, that no longer will the lines be blurred for employees dealing with this type of behavior in a work environment ....

As a former member of law enforcement, I've seen firsthand the damage discrimination and sexual harassment has on the victim ... and I can assure you that not only is that unacceptable in everyday life, but it surely isn't something that should take place in a workplace setting ...

That in mind, my bill looks to eradicate this behavior by requiring employers to update Employment Fair Practices notices to include descriptions and examples of unlawful discrimination, harassment, sexual harassment and retaliation...

By highlighting employees' rights and outlining what behaviors are unacceptable, we would be providing an avenue for workers that would help them easily identify and report sexual harassment and other forms of unacceptable behaviors in the workplace...

Because that seems to be an issue ... employees are either too afraid or unsure to report what they believe to be unacceptable behavior... which often results in untimely reporting of an incident that could then cast doubt on the accuser's credibility...

I can say with confidence that if my bill is passed and enacted into law here in the commonwealth, those doubts will be diminished and potential victims will have a clearer outline of what is and is not acceptable behavior in a work environment ...

Lastly, I'd just like to reiterate that no employee should ever have to experience this type of behavior at their respective jobs ... it doesn't matter who you are or where you work... this should never happen and the behavior is highly unacceptable....

Thank you for this opportunity, it is greatly appreciated ....

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