

Sexual and Workplace Harassment talking points  
April 25, 2018  
Rep. Delozier

Throughout my career in state government, I have witnessed the benefit of gathering all information and taking a deliberative approach to legislating. While harassment should not and cannot be tolerated in the workplace, we need to examine the laws, regulations and policies already in place before advancing additional changes.

I am proud to sponsor a resolution creating a Task Force on Harassment and Sexual Misconduct in the Workplace.

This task force will operating in the same manner as the highly successful Child Protection Task Force, which has resulted in two dozen new laws to further safeguard our young people.

The harassment and sexual misconduct in the workplace task force will be responsible for conducting a comprehensive review of federal, state and local laws; regulations; and policies to unearth inadequacies and provide feedback on a public report to the General Assembly. Members of the task force will include human resource professionals, employers, state agencies, victims' service organizations and attorneys. We will be best served by gathering input from all these stakeholders. They are the boots on the ground and have extensive experience in this area of employment. The findings and recommendations then will allow us to move forward in the most appropriate fashion to tackle this issue.

Before we can take action we need to know where we are and what steps should be taken before we do a quick form of legislation without knowing what we have. For example three policy ... This isn't a republican or democrat issue House or Senate issue it is one we all need to examine.

As a longtime victims' advocate both through my work in the community and as author of legislation, I know the anger, frustration and

fear victims face. We owe it to the victims to remove barriers and make sure the most appropriate and effective safeguards are in place. I am confident this task force is the best way to fill the holes that are giving perpetrators the power in our workplaces.

Thank you.

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