

## **Department of Planning and Budget**

### **2018 Fiscal Impact Statement**

**1. Bill Number:** HB1462

<b>House of Origin</b>	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
<b>Second House</b>	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

**2. Patron:** Tran

**3. Committee:** General Laws

**4. Title:** Virginia Human Rights Act; sexual harassment; contracting agencies

**5. Summary:** Includes protection against sexual harassment in the workplace for all individuals of the Commonwealth as part of the Virginia Human Rights Act (§ 2.2-3900 et seq.). The bill requires that all contracting agencies entering into government contracts of over \$10,000 include a provision in the contract requiring (i) the contractor to provide training to all supervisors and employees providing services in the Commonwealth on the contractor's sexual harassment policy and (ii) that the contractor agree to post the contractor's sexual harassment policy in (a) a conspicuous public place in each building located in the Commonwealth owned or leased by the contractor for business purposes or (b) the contractor's employee handbook. The bill also requires the Department of Human Resource Management to develop an online training module addressing sexual harassment in the workplace that shall be available for use by all employees and agencies of the Commonwealth, including contractors for compliance with the Fair Employment Contracting Act (§ 2.2-4200 et seq.), by January 1, 2019. The bill contains technical amendments.

**6. Budget Amendment Necessary:** No.

**7. No Fiscal Impact**

**8. Fiscal Implications:** The proposed legislation is not expected to have a state fiscal impact.

**9. Specific Agency or Political Subdivisions Affected:** Department of Human Resource Management.

**10. Technical Amendment Necessary:** No.

**11. Other Comments:** None.