

1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

2 *An Act to amend the Code of Virginia by adding a section numbered 40.1-28.01, relating to provisions*
3 *of a nondisclosure or confidentiality agreement; sexual assault; condition of employment.*

4 [H 1820]

5 Approved

6 **Be it enacted by the General Assembly of Virginia:**7 **1. That the Code of Virginia is amended by adding a section numbered 40.1-28.01 as follows:**8 *§ 40.1-28.01. Nondisclosure or confidentiality agreement; provisions regarding sexual assault;*
9 *condition of employment.*10 *A. No employer shall require an employee or a prospective employee to execute or renew any*
11 *provision in a nondisclosure or confidentiality agreement that has the purpose or effect of concealing*
12 *the details relating to a claim of sexual assault pursuant to § 18.2-61, 18.2-67.1, 18.2-67.3, or 18.2-67.4*
13 *as a condition of employment. Any such provision is against public policy and is void and*
14 *unenforceable.*15 *B. This section shall in no way limit other grounds that exist at law or in equity for the*
16 *unenforceability of any such agreement or any provision of such agreement.*

ENROLLED

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