

## **Department of Planning and Budget**

### **2023 Fiscal Impact Statement**

**1. Bill Number:** HB1895

**House of Origin**    ☐ Introduced    ☐ Substitute    ☐ Engrossed

**Second House**    ☐ In Committee    ☒ Substitute    ☐ Enrolled

**2. Patron:** Filler-Corn

**3. Committee:** Commerce and Labor

**4. Title:** Employee protection; prohibited retaliation; prohibited nondisclosure and nondisparagement.

**5. Summary:** Prohibits employers from requiring independent contractors or current, former, or prospective employees to sign a nondisclosure, nondisparagement, or confidentiality agreement that has the purpose or effect of concealing allegations of discrimination, including sexual harassment. The bill prohibits retaliation against independent contractors or current, former, or prospective employees who disclose or discuss conduct that the person reasonably believes to be considered sexual assault or discrimination, including harassment.

**6. Budget Amendment Necessary:** No

**7. Fiscal Impact Estimates:** Preliminary

**8. Fiscal Implications:** The Courts anticipate that any action taken as a result of this bill will fall within the normal course of business and not create any additional fiscal impact.

The Department of Labor and Industry would not have additional enforcement responsibilities under this bill. Any increase in individuals contacting the department with questions or complaints related to the bill can be absorbed within existing resources.

**9. Specific Agency or Political Subdivisions Affected:** Courts

**10. Technical Amendment Necessary:** No

**11. Other Comments:** None