HLS 18RS-684 ORIGINAL

2018 Regular Session

HOUSE BILL NO. 578

BY REPRESENTATIVE JOHNSON

EMPLOYMENT/DISCRIMINATN: Prohibits forced arbitration in cases of sexual harassment

1 AN ACT 2 To enact R.S. 23:333, relative to sexual harassment; to prohibit forced arbitration in 3 employment contracts; and to provide for related matters. 4 Be it enacted by the Legislature of Louisiana: 5 Section 1. R.S. 23:333 is hereby enacted to read as follows: §333. Forced arbitration; prohibition; sexual harassment 6 7 No employer shall require any employee to sign a predispute arbitration 8 agreement or any other contract which includes any provision that would mandate 9 arbitration in the instance of a sexual harassment accusation, claim, or dispute.

## **DIGEST**

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HB 578 Original

2018 Regular Session

Johnson

**Abstract:** Prohibits an employer from mandating forced arbitration in sexual harassment claims.

<u>Present law</u> prohibits intentional discrimination in employment due to sex and provides for penalties for violations.

<u>Proposed law</u> prohibits an employer from requiring an employee to sign a contract that would force arbitration in the instance of a sexual harassment claim. <u>Proposed law</u> otherwise retains <u>present law</u>.

(Adds R.S. 23:333)

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CODING: Words in struck through type are deletions from existing law; words <u>underscored</u> are additions.