
SENATE FLOOR AMENDMENTS

2024 Regular Session

Amendments proposed by Senator Mizell to Engrossed House Bill No. 161 by Representative Bayham

1 AMENDMENT NO. 1

2 On page 1, between lines 12 and 13 insert:

3 "(2) "Hostile work environment dispute" means a dispute between an
4 employer and the employer's employee relating to an alleged hostile work
5 environment.

6 (3) "Nondisclosure clause" means an agreement between an employee and
7 employer that prevents, or has the effect of preventing, an employee from disclosing
8 or discussing a hostile work environment, allegations of a hostile work environment,
9 sexual harassment, or allegations of sexual harassment."

10 AMENDMENT NO. 2

11 On page 1, line 13, change "(2)" to "(4)"

12 AMENDMENT NO. 3

13 On page 1, delete lines 18 through 20 and insert:

14 "(5) "Sexual harassment dispute" means a dispute between an employer and
15 the employer's employee relating to alleged sexual harassment.

16 B. Notwithstanding any provision of law to the contrary, no nondisclosure
17 clause required by an employer and agreed to prior to a hostile work environment
18 dispute or sexual harassment dispute shall be judicially enforceable."

19 AMENDMENT NO. 4

20 On page 2, line 2, after "relating to" delete the remainder of the line and delete line 3 and
21 insert:

22 "a hostile work environment or sexual harassment provided that the agreement is
23 entered into after a report of hostility or harassment is filed or a hostile work
24 environment dispute or sexual harassment dispute has occurred."