

**HOUSE SUMMARY OF SENATE AMENDMENTS****HB 161****2024 Regular Session****Bayham**

CONTRACTS: Provides relative to nondisclosure agreements

**Synopsis of Senate Amendments**

1. Adds a definition for "hostile work environment dispute", "nondisclosure clause", and "sexual harassment dispute".
2. Makes technical changes.
3. Provides that a nondisclosure clause required by an employer, agreed to prior to a hostile work environment or sexual harassment dispute, shall not be judicially enforceable.
4. Provides that proposed law does not restrict the ability of an individual to enter into a confidential settlement agreement provided that the agreement is entered into after a report of hostility or harassment is filed, or a hostile work environment dispute or sexual harassment dispute has occurred.

**Digest of Bill as Finally Passed by Senate**

Proposed law defines "hostile work environment", "sexual harassment", "hostile work environment dispute", "nondisclosure clause", and "sexual harassment dispute".

Proposed law provides that a nondisclosure clause required by an employer, agreed to prior to a hostile work environment or sexual harassment dispute, shall not be judicially enforceable.

Proposed law provides that proposed law does not restrict the ability of an individual to enter into a confidential settlement agreement provided that the agreement is entered into after a report of hostility or harassment is filed, or a hostile work environment dispute or sexual harassment dispute has occurred.

(Adds R.S. 9:2717.3)