

**HOUSE . . . . . No. 1775**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

*Alyson M. Sullivan-Almeida*

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act strengthening sexual harassment and discrimination policies in the Commonwealth.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Alyson M. Sullivan-Almeida</i>	<i>7th Plymouth</i>	<i>1/18/2023</i>
<i>Colleen M. Garry</i>	<i>36th Middlesex</i>	<i>1/18/2023</i>
<i>Joseph D. McKenna</i>	<i>18th Worcester</i>	<i>1/31/2023</i>
<i>David F. DeCoste</i>	<i>5th Plymouth</i>	<i>2/9/2023</i>
<i>Steven George Xiarhos</i>	<i>5th Barnstable</i>	<i>2/18/2023</i>

**HOUSE . . . . . No. 1775**

By Representative Sullivan-Almeida of Abington, a petition (accompanied by bill, House, No. 1775) of Alyson M. Sullivan-Almeida and others relative to sexual harassment and discrimination policies in the Commonwealth. The Judiciary.

[SIMILAR MATTER FILED IN PREVIOUS SESSION  
SEE HOUSE, NO. 1885 OF 2021-2022.]

**The Commonwealth of Massachusetts**

\_\_\_\_\_  
**In the One Hundred and Ninety-Third General Court  
(2023-2024)**  
\_\_\_\_\_

An Act strengthening sexual harassment and discrimination policies in the Commonwealth.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 SECTION 1. Section 4 of chapter 151B of the General Laws is hereby amended by  
2 striking out subsection 16A and inserting in place thereof the following:-

3

4 16A. For an employer, personally or through its agents, to sexually harass any employee;  
5 or to retaliate, personally or through its agents, against any employee for filing a complaint of  
6 sexual harassment or discrimination based on sex, gender identity or sexual orientation or for  
7 cooperating in an investigation of a complaint of sexual harassment or discrimination based on  
8 sex, gender identity or sexual orientation, including, but not limited to, by termination,  
9 suspension, demotion or reduction in the compensation or benefits of the employee; or to require,

10 as a condition of employment, continuing employment, promotion, compensation or the receipt  
11 of benefits, entering into an agreement that contains a nondisclosure or confidentiality provision  
12 (except as may be necessary to protect business intellectual property and trade secrets), a non-  
13 disparagement provision, a restriction on reporting sexual harassment or discrimination based on  
14 sex, gender identity or sexual orientation or participating in the investigation of a report of sexual  
15 harassment or discrimination based on sex, gender identity or sexual orientation, or a waiver of  
16 any rights or remedies available under law with respect to claims filed or that may be filed in a  
17 civil action or complaints filed or that may be filed in an administrative action for sexual  
18 harassment or discrimination based on sex, gender identity or sexual orientation.