

The Bringing an End to Harassment by Enhancing Accountability and Rejecting Discrimination (Be HEARD) in the Workplace Act

Background:

- Senator Patty Murray (D-WA) and Representative Ayanna Pressley (MA-07) will reintroduce The Bringing an End to Harassment by Enhancing Accountability and Rejecting Discrimination (Be HEARD) in the Workplace Act.
- Reintroduction is expected in late July 2024.
- To cosponsor, please contact Senator Murray and Representative Pressley's offices.

Talking Points:

- Despite the existence of federal and state anti-discrimination laws, harassment and other forms of discrimination remain pervasive and have a disproportional impact on women.
- Service industry employees, domestic workers, and other low-wage workers experience some of the highest rates of workplace sexual harassment, which often intersects with other forms of harassment and discrimination, such as race, age, and national origin.
- Unfortunately, existing legal protections are insufficient to adequately protect workers. Moreover, many are excluded and unprotected under federal law.
- It's time to close the loopholes and gaps in our laws that leave so many workers without recourse following harassment or other forms of discrimination.
- We must ensure that everyone is entitled to safety and dignity at work.

Provisions in the Bill

The Bringing an End to Harassment by Enhancing Accountability and Rejecting Discrimination (Be HEARD) in the Workplace Act, is comprehensive federal legislation to address workplace harassment, including by:

- Extending federal protections against harassment and other forms of discrimination to all working people, including, interns, contractors, and those working for employers with fewer than 15 employees;
- Promoting transparency and accountability in the workplace;
- Protecting LGBTQIA+ workers by clarifying that sex discrimination at work includes harassment and other forms of discrimination based on sexual orientation and gender identity;
- Eliminating forced arbitration agreements and limiting non disclosure agreements— both common ways employers silence survivors;
- Eliminating the federal subminimum wage for tipped workers (\$2.13/hour), which makes service industry workers, who often rely on tips to make ends meet, more vulnerable to harassment.

The Bringing an End to Harassment by Enhancing Accountability and Rejecting Discrimination (BE HEARD) in the Workplace Act is critical legislation to ensure workers are adequately protected from workplace harassment.