



Office of Representative Teresa Fedor, 45th District

December 11, 2018

H.B. 532: Require public employees to have sex harassment training

Chairman Blessing III, Vice Chair Reineke, Ranking Member Clyde and members of the Government Accountability and Oversight Committee, thank you for the opportunity to testify. I am here to ask that you pass House Bill 532, a bill requiring public employees to undergo mandatory sexual harassment training.

Employment with the government is a tremendous honor. Our public servants, the work they perform, and their passion for Ohioans are all worthy of the highest professional standards. As an employer, it is important for the government to set an example and lead.

Unfortunately, when it comes to sexual harassment training, public employees are falling behind. As a state, in order to attract the best and brightest, as well as retain their skills and knowledge throughout their career, we need employees to feel safe and protected. Our employees need to know definitively what acceptable or inappropriate workplace behavior is. We have an opportunity and an obligation to do better.

HB 532 would require all employees of the state, whether they are an elected official or an intern, to undergo sexual harassment training. The training would also be required by state contractors. This training, which moves beyond just reading a written policy, would educate with the goal of preventing incidents of sexual harassment from occurring in state work places. This training would be mandatory and would occur within 60 days of starting employment.

HB 532 is needed so that all employees in state government can feel safe and be their most productive selves. Ohio tax payers deserve as much for their investment in our workforce and the services performed by state employees. The private sector has made sexual harassment training a priority, and we should as well.

Thank you for your time and the opportunity to speak. I ask for your support of this legislation.

I am happy to take questions from the committee.