
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE RESOLUTION

No. 327 Session of
2018

INTRODUCED BY BLAKE, FONTANA, FARNESE, SABATINA, BOSCOLA,
HUGHES, SCHWANK, COSTA, YUDICHAK, TARTAGLIONE, MENSCH,
BREWSTER AND WILLIAMS, APRIL 24, 2018

REFERRED TO LABOR AND INDUSTRY, APRIL 24, 2018

A CONCURRENT RESOLUTION

1 Establishing the Task Force on the Prevention of Sexual
2 Harassment.

3 WHEREAS, Recent events require a review of laws and
4 procedures relating to the reporting of sexual and other
5 discriminatory harassment and the protection of the health and
6 safety of employees in both public and private workplaces; and

7 WHEREAS, A review of these laws and procedures will help to
8 ensure that the Commonwealth is able to adequately protect its
9 citizens; and

10 WHEREAS, It is the responsibility of the Commonwealth to
11 protect its citizens, particularly those persons in subordinate
12 positions in the workplace; therefore be it

13 RESOLVED (the House of Representatives concurring), That the
14 General Assembly establish the Task Force on the Prevention of
15 Sexual Harassment to conduct a thorough and comprehensive review
16 to:

17 (1) Ascertain any inadequacies relating to policies

1 addressing sexual and other discriminatory workplace
2 harassment in the private and public sectors.

3 (2) Restore public confidence in the ability of the
4 Commonwealth to protect the victims of sexual and other
5 discriminatory workplace harassment in employer settings and
6 their ability to safely report harassment;

7 and be it further

8 RESOLVED, That the task force consist of the following
9 members, appointed within 25 days after the adoption of this
10 resolution by both chambers:

11 (1) Eight members knowledgeable and experienced in
12 issues relating to sexual and other discriminatory harassment
13 workplace policies or providing services to victims of sexual
14 or other discriminatory harassment or abuse as follows:

15 (i) Two members appointed by the Majority Leader of
16 the Senate and two members appointed by the Minority
17 Leader of the Senate. A member under this subparagraph
18 may be a member of the Senate.

19 (ii) Two members appointed by the Majority Leader of
20 the House of Representatives and two members appointed by
21 the Minority Leader of the House of Representatives. A
22 member under this subparagraph may be a member of the
23 House of Representatives.

24 (2) Five members appointed by the Governor as follows:

25 (i) One member shall be a member of the general
26 public.

27 (ii) One member shall be a member of a victim
28 organization or advocacy organization who is directly
29 involved in providing services to or representing victims
30 of sexual or other discriminatory harassment or abuse.

1 (iii) One member shall be experienced in the
2 operation and interaction between employers and the
3 Pennsylvania Human Relations Commission and the United
4 States Equal Employment Opportunity Commission.

5 (iv) Two members shall be attorneys at law, one of
6 whom shall be experienced in representing complainants in
7 matters involving workplace discrimination and harassment
8 and one of whom shall be experienced in representing
9 employers in matters involving workplace discrimination
10 and harassment.

11 (3) The executive director of the Pennsylvania Human
12 Relations Commission, or a designee who shall be an employee
13 of the Pennsylvania Human Relations Commission. The designee
14 shall be appointed in writing, and a copy of the designation
15 shall be submitted to the chairperson of the task force.

16 (4) The Secretary of Administration, or a designee who
17 shall be an employee of the Office of Administration. The
18 designee shall be appointed in writing, and a copy of the
19 designation shall be submitted to the chairperson of the task
20 force;

21 and be it further

22 RESOLVED, That the Governor select the chairperson of the
23 task force; and be it further

24 RESOLVED, That the task force conduct its business as
25 follows:

26 (1) The physical presence of eight members constitutes a
27 quorum of the task force.

28 (2) Action of the task force shall be authorized or
29 ratified by majority vote of its members.

30 (3) A member not physically present may participate by

1 teleconference or video conference.

2 (4) The following shall apply:

3 (i) The task force shall meet as necessary, but no
4 fewer than five times prior to September 30, 2018.

5 Additional meetings may be called by the chairperson as
6 necessary.

7 (ii) The chairperson shall schedule a meeting upon
8 written request of nine members of the task force.

9 (iii) The first meeting shall be convened within 45
10 days after the adoption of this resolution by both
11 chambers.

12 (iv) The task force shall hold public hearings as
13 necessary to obtain the information required to conduct
14 its review.

15 (v) The Joint State Government Commission and the
16 Pennsylvania Human Relations Commission shall cooperate
17 to provide administrative or other assistance to the task
18 force.

19 (vi) Members shall not receive compensation but
20 shall be reimbursed for reasonable and necessary expenses
21 incurred in service of the task force;

22 and be it further

23 RESOLVED, That the task force have the following powers:

24 (1) To examine and analyze the practices, processes and
25 procedures relating to the response to sexual and other
26 discriminatory workplace harassment.

27 (2) To review and analyze law, procedures, practices and
28 rules relating to the reporting of sexual and other
29 discriminatory workplace harassment.

30 (3) To hold public hearings for the taking of testimony

1 and the requesting of documents;

2 and be it further

3 RESOLVED, That the chairperson have the power to administer
4 oaths and affirmations to witnesses appearing before the task
5 force; and be it further

6 RESOLVED, That the task force have the following duties:

7 (1) To accept and review written comments from
8 individuals and organizations.

9 (2) To make, by November 30, 2018, a final report to the
10 Governor, the Senate and the House of Representatives, which
11 shall be based on its review and include recommendations:

12 (i) To improve the reporting of and responses to
13 sexual and other discriminatory workplace harassment.

14 (ii) To implement any necessary changes in State
15 statutes and practices, policies and procedures relating
16 to sexual and other discriminatory workplace harassment.

17 (iii) To train appropriate individuals in the
18 reporting, investigation and resolution of sexual and
19 other discriminatory workplace harassment.

20 (3) To make reports as follows:

21 (i) The task force may file status reports and
22 updates with the Governor, the Senate and the House of
23 Representatives as it deems appropriate.

24 (ii) A report under this paragraph shall be adopted
25 at a public meeting.

26 (iii) A report under this paragraph shall be a
27 public record under the act of February 14, 2008 (P.L.6,
28 No.3), known as the Right-to-Know Law;

29 and be it further

30 RESOLVED, That the task force expire December 31, 2018.