



State of Tennessee

PUBLIC CHAPTER NO. 965

HOUSE BILL NO. 2613

By Representatives Mitchell, Clemons, Thompson, Mark White

Substituted for: Senate Bill No. 2328

By Senators Kyle, Yarbro

AN ACT to amend Tennessee Code Annotated, Title 50, Chapter 1, Part 1, relative to employer non-disclosure clauses.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 1, Part 1, is amended by adding the following new section:

(a) An employer, as defined in § 50-1-304, shall not require an employee, as defined in § 50-1-304, or a prospective employee to execute or renew a non-disclosure agreement with respect to sexual harassment in the workplace as a condition of employment.

(b) Any employee injured as a result of a violation of subsection (a) has the same rights and remedies available to employees under § 50-1-304.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it, and shall apply to agreements executed or renewed on or after that date.

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PASSED: April 23, 2018


BETH HARWELL, SPEAKER
HOUSE OF REPRESENTATIVES


RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 15th day of May 2018


BILL HASLAM, GOVERNOR