

BE HEARD Act of 2024

Bringing an End to Harassment by Enhancing Accountability and Rejecting Discrimination (BE HEARD) in the Workplace Act of 2024

BACKGROUND

While the #MeToo movement ushered in significant change and new accountability, workers across the country continue to face sexual harassment at work. The continuing epidemic of sexual harassment at work means there is an urgent need to pass the *BE HEARD Act*—legislation that takes critical steps to prevent workplace harassment and ensure workers can seek accountability and justice.

OVERVIEW

➤ Strengthen understanding of workplace harassment and help businesses prevent it

The *BE HEARD Act* invests in research about the economic impact of workplace harassment, requires regular reporting on the prevalence of workplace harassment, and ensures that workers have access to more information and training about what constitutes harassment and their rights if they are harassed.

➤ Help ensure transparency

The *BE HEARD Act* puts an end to mandatory arbitration and pre-employment non-disclosure agreements, which prevent workers from coming forward and holding perpetrators and businesses accountable.

➤ Broaden and expand civil rights protections to all workers

The *BE HEARD Act* builds on and strengthens existing civil rights laws by expanding protections for workers, while also safeguarding existing antidiscrimination laws and protections. It strengthens civil rights protections for all workers and makes clear that the Civil Rights Act protects against discrimination based on sexual orientation and gender identity in the context of workplace discrimination. It also ensures that no matter where you work—and whether you are an independent contractor or an intern—your rights are protected.

➤ Empower workers who come forward with reports of harassment or retaliation to ensure they get support

The *BE HEARD Act* allows workers more time to report harassment, authorizes grants to support legal assistance for workers who have low incomes, invests in delivering more resources to the state level to help workers ensure their rights are protected, and lifts the cap on damages when workers pursue legal action and win their cases.

➤ Eliminate the tipped sub-minimum wage

The *BE HEARD Act* eliminates the tipped minimum wage, because tipped workers are disproportionately vulnerable to sexual harassment and discrimination by both clients and supervisors.