

Passionate about addressing issues through fact-based, bipartisan dialogue that informs legislative policy

AT ISSUE: Sexual Harassment and Gender Inequality in the Workplace

WHY THIS MATTERS:

Never has there been greater attention on the widespread and damaging impact of sexual harassment and gender inequality in the workplace as brave individuals come forth to say #MeToo, #Times Up and @UsToo. These are moral, ethical and critical issues in a thriving, democratic society, where all people should feel safe, respected and valued. Everyone deserves to work in an environment free from harassment and discrimination, and to receive equal pay for equal work.

A BETTER WAY:

The Friends of Philip Block campaign pledges:

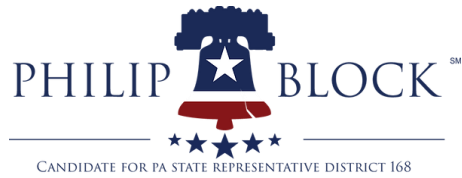
- Zero tolerance of sexual harassment and abuse towards women
- Zero tolerance of discrimination against anyone based on gender, orientation, race, religion, or physical characteristic

Philip Block supports these Pennsylvania State legislative initiatives:

- #METOO PA General Assembly Act: Member and Employee Training and Oversight on PA General Assembly Act (Rep. Leanne Krueger-Braneky). This legislation would ban non-disclosure agreements that mask the names of General Assembly members who harass, prohibit General Assembly members from using taxpayer funds to pay settlement costs, and provide for other reforms.
- HB 1971: Extension of the Pennsylvania Human Relations Act to any entity that has more than one employee (Rep. Maureen Madden). This legislation, expands the PHRA, which treats sexual harassment as a form of discrimination based on sex, to employers with as few as one employees, extending coverage to thousands of Pennsylvanians not currently protected by PHRA.
- HB 1633: Creation of a task force to examine sexual assault on college campuses (Rep Carol Hill-Evans)
- SB 999: Legislation to prohibit non-disclosure agreements within contracts or secret settlements related to sexual harassment or misconduct (Sen. Judy Schwank)
- Introduction of legislation requiring repayment of attorney and representation fees by the individual being charged, not by the taxpayers, in the case of a guilty or liable verdict (Reps Alexander Charlton, Kristin Hill, Judy Ward)

Philip Block proposes additional legislation to:

- Provide "whistle blower" status for members and employees of the state government, allowing job, pay and reputation protection for those who have been harassed or abused to come forward without fear of reprisal.



- Create a bipartisan ethics review panel residing in the judiciary, to address harassment and abuse issues within the Pennsylvania Legislature. The panel should be comprised of six judges – half from the Democratic Party, half from the Republican Party, and with a minimum of three women members. This approach avoids ethics review by the same governmental branch the issue arises in, removes partisan politics, and eliminates male-dominance on such an ethics panel.

LEARN MORE: Please visit the websites of the legislators referenced above for more information on their proposed initiatives.