

- SUBJECT:** Voiding certain nondisclosure provisions in employment agreements
- COMMITTEE:** International Relations and Economic Development — committee substitute recommended
- VOTE:** 6 ayes — Button, C. Morales, Beckley, Canales, Hunter, Larson
- 0 nays
- 3 absent — C. Bell, Metcalf, Ordaz Perez
- WITNESSES:** For — Javier Perez; (*Registered, but did not testify:* Bill Kelly, Mayor's Office, City of Houston; Katherine Strandberg, Texas Association Against Sexual Assault; Breall Baccus, Texas Council on Family Violence; Julie Wheeler, Travis County Commissioners Court)
- Against — None
- DIGEST:** CSHB 1980 would void certain provisions of nondisclosure or confidentiality agreements involving sexual harassment.
- The bill would establish that any provision of a nondisclosure or confidentiality agreement or other agreement between an employer and an employee would be void and unenforceable if the provision:
- prohibited the employee from notifying, or limited the employee's ability to notify, a local or state law enforcement agency or any state or federal regulatory agency of sexual assault or sexual harassment committed by an employee of the employer or at the employee's place of employment; or
  - prohibited an employee from disclosing to any person facts surrounding any sexual assault or sexual harassment committed by an employee of the employer or at the employee's place of employment, including the identity of the alleged offender.

The bill's provisions would not apply to a negotiated settlement agreement

or administrative action.

The bill would take effect September 1, 2021, and would apply to an agreement entered into before, on, or after that date.