



EXECUTIVE CHAMBERS
HONOLULU

DAVID Y. IGE
GOVERNOR

September 15, 2020

GOV. MSG. NO. 1122

The Honorable Ronald D. Kouchi,
President
and Members of the Senate
Thirtieth State Legislature
State Capitol, Room 409
Honolulu, Hawai'i 96813

The Honorable Scott K. Saiki,
Speaker and Members of the
House of Representatives
Thirtieth State Legislature
State Capitol, Room 431
Honolulu, Hawai'i 96813

Dear President Kouchi, Speaker Saiki, and Members of the Legislature:

This is to inform you that on September 15, 2020, the following bill was signed into law:

HB2054 HD1 SD1

RELATING TO EMPLOYMENT PRACTICES.
Act 017 (20)

Sincerely,

DAVID Y. IGE
Governor, State of Hawai'i

A BILL FOR AN ACT

RELATING TO EMPLOYMENT PRACTICES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. Chapter 378, Hawaii Revised Statutes, is
2 amended by adding a new section to part I to be appropriately
3 designated and to read as follows:

4 "§378- Sexual harassment or sexual assault;
5 nondisclosure agreements; prohibited. (a) No employer shall
6 require an employee to enter into, as a condition of employment,
7 a nondisclosure agreement that prevents the employee from
8 disclosing or discussing sexual harassment or sexual assault
9 occurring in the workplace, at work-related events, between
10 employees, or between an employer and an employee.

11 (b) No employer shall retaliate against an employee for
12 disclosing or discussing sexual harassment or sexual assault.

13 (c) This section shall not apply to:

14 (1) Human resources employees who are expected to maintain
15 the confidentiality of an investigation as part of
16 their official duties;



1 (2) Employees who are requested to maintain the
2 confidentiality of an ongoing human resources
3 investigation; and

4 (3) Proceedings pursuant to section 624-25.5."

5 SECTION 2. New statutory material is underscored.

6 SECTION 3. This Act shall take effect upon its approval.

APPROVED this 15 day of SEP, 2020




GOVERNOR OF THE STATE OF HAWAII

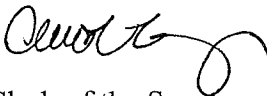


THE SENATE OF THE STATE OF HAWAI'I

Date: July 6, 2020
Honolulu, Hawaii 96813

We hereby certify that the foregoing Bill this day passed Final Reading in the Senate of the Thirtieth Legislature of the State of Hawai'i, Regular Session of 2020.


President of the Senate


Clerk of the Senate

HB No. 2054, HD 1, SD 1

THE HOUSE OF REPRESENTATIVES OF THE STATE OF HAWAII

Date: July 10, 2020
Honolulu, Hawaii

We hereby certify that the above-referenced Bill on this day passed Final Reading in the House of Representatives of the Thirtieth Legislature of the State of Hawaii, Regular Session of 2020.



Scott K. Saiki
Speaker
House of Representatives



Brian L. Takeshita
Chief Clerk
House of Representatives