

STATE OF CONNECTICUT

CONNECTICUT  
SECRETARY OF THE STATE  
CAPITOL OFFICE

BY HIS EXCELLENCY

2017 DEC 26 A 10:32

DANNEL P. MALLOY

EXECUTIVE ORDER NO. 62

**WHEREAS**, all individuals should be free from harassment and should feel safe, secure, and respected in their workplace; and

**WHEREAS**, in recent weeks and months, an unprecedented number of brave individuals have come forward with shocking reports of predatory sexual harassment in the workplace that have garnered widespread national attention and outrage; and

**WHEREAS**, sexual harassment is a complicated, entrenched, and destructive workplace and societal issue that has negatively impacted generations of Connecticut's citizens; and

**WHEREAS**, in the wake of this national conversation, there is a heightened awareness about the prevalence of predatory harassment and the role of power differentials in the workplace; and

**WHEREAS**, the State of Connecticut is proud of its long history as a leader in protecting the civil rights and dignity of its citizens, including the institution of mandatory sexual harassment prevention training for employers in 1991, before most other states required such training; and

**WHEREAS**, federal and state law, including Title VII of the 1964 Civil Rights Act, 42 U.S.C. § 2000e-2(a)(1), and the Connecticut Fair Employment Practices Act, C.G.S. §46a-60 et seq., prohibit various forms of discrimination and illegal harassment in employment, and C.G.S. §46a-54(15)(A) requires employers having fifty or more employees to provide two hours of training and education to all supervisory employees within six months of their assumption of a supervisory position; and

**WHEREAS**, when there is harassment in the workplace, it is not only demeaning and damaging to individuals targeted with harassment on a personal level, it also makes it harder for them to do their job, which causes professional harm at an individual level and for the organization as a whole; and

**WHEREAS**, it is the responsibility of the State to establish standards and regulations that ward against harassment in the workplace and foster a civil environment and tolerant culture that embraces diversity and respect; and

**WHEREAS**, when leaders and managers model respectful behavior it has a positive impact on workplace culture; and

**WHEREAS**, the onus to report and halt harassment and to foster a positive workplace culture is our collective responsibility, not merely the responsibility of the target of the harassment; and

**WHEREAS**, to this end, it is imperative that we inform, educate, and ensure there are supports in place to enable employers and employees to recognize, report, intervene and respond to incidents of workplace harassment and we must ensure that our training for employees and supervisors is effective in creating an open and respectful workplace culture; and

**WHEREAS**, it is prudent for the State, as an employer, to be an active part of this national conversation, and to examine its culture, training and prevention efforts, as well as its existing procedural protections, to determine if there are opportunities to improve our systems to achieve better outcomes for all employees;

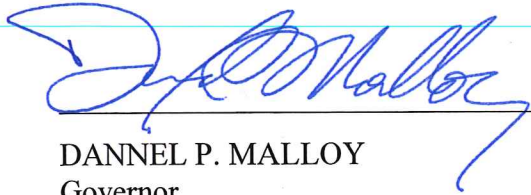
**NOW, THEREFORE, I, DANIEL P. MALLOY**, Governor of the State of Connecticut, by virtue of the power and authority vested in me by the Connecticut Constitution and by the Statutes of the State of Connecticut do hereby **ORDER AND DIRECT**:

1. The Department of Administrative Services (DAS) shall conduct a survey of all Executive Branch agencies to determine what training is currently being provided pursuant to C.G.S. §46a-54(15)(A) on issues relating to harassment based on an individual's race, color, religious creed, age, sex, pregnancy, sexual orientation, gender identity or expression, marital status, national origin, ancestry, genetic information, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, blindness, and military or veteran status;
  - a. Such survey shall include, but not be limited to, inquiries regarding:
    - i. whether agencies are currently in compliance with training mandated by C.G.S. §46a-54(15)(A);
    - ii. what, if any, additional training is provided above and beyond those trainings required by law; and
    - iii. how can the anti-harassment training be improved or augmented.
2. All Executive Branch agencies shall participate in the DAS survey in a timely manner.
3. DAS shall, based on the results of the Executive Branch survey, research and develop resources on the best practices to address and prevent harassment, shall report and make recommendations on additional measures that may be implemented in the Executive Branch to foster a tolerant and productive workplace culture that prevents or halts harassment in the workplace, including, but not limited to, recommendations on:
  - a. best practices in employee training, including the method for delivering that training, such as in-person and online training, and the content of the training, including, in particular, a recommendation on bystander intervention training;
  - b. the frequency with which trainings should occur;
  - c. how to expand harassment-prevention training to all state employees, including interns and seasonal workers;

- d. how existing procedural protections for those who experience harassment can be improved, and if necessary, strengthened; and
  - e. opportunities for partnerships to implement such recommendations.
4. Said report and recommendations shall be provided to my office no later than February 1, 2018.

This Order shall take effect immediately.

Dated at Hartford, Connecticut this 26<sup>th</sup> day of December, 2017.



DANNEL P. MALLOY  
Governor

By His Excellency's Order



Denise W. Merrill  
Secretary of the State

