

AB 76
Sexual Harassment Liability
Effective 1/1/04

Existing law makes it an unlawful employment practice for an employer (other than a religious association or corporation not organized for private profit) who regularly employs one or more persons, or any person acting as an agent of such an employer, (directly or indirectly), who knows or should have known of harassment of an employee, an applicant, or a person providing services pursuant to a contract, by an employee, to fail to take immediate and appropriate corrective action and to take all reasonable steps to prevent harassment based upon specified categories from occurring.

This bill would revise the provision summarized above to include sexual harassment by non-employees if the employer knows or should have known of the incident and fails to take corrective action.