

**One Hundred Seventh Legislature - Second Session - 2022**

**Introducer's Statement of Intent**

**LB1029**

---

**Chairperson: Senator Ben Hansen**

**Committee: Business and Labor**

**Date of Hearing: February 28, 2022**

The following constitutes the reasons for this bill and the purposes which are sought to be accomplished thereby:

Nebraska's Fair Employment Practice Act is the set of statutes protecting the rights of workers. The Act applies only to employers with 15 or more employees. Federal protections in Title VII of the Civil Rights Act also only apply to employers that have 15 or more employees. Because of this employer size limitation in the law, employees that work for smaller employers are not protected from harassment or discrimination.

LB 1029 would apply anti-harassment and anti-discrimination provisions to smaller employers (<15) so that all employees are protected from and have legal recourse against any harassment or discrimination they might experience from their employer, regardless of employer size.

**Principal Introducer:** \_\_\_\_\_

**Senator Megan Hunt**