

American Legion Auxiliary  
New Mexico Girls State  
**Bill Instruction Sheet**



Principal Author: Diana Garcia

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Bill No: 37

Committee: \_Community

Status:

Passed by:  Committee  House  Senate  Governor

Tabled by:  Committee  House  Senate  Governor

Other: \_\_\_\_\_

Simple Title of Bill: Mandatory Sexual Harassment Training

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BILL

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**70<sup>TH</sup> SESSION – AMERICAN LEGION AUXILIARY NEW MEXICO GIRLS STATE – 2017**

3

INTRODUCED BY

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AN ACT

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RELATING TO SEXUAL HARASSMENT TRAINING FOR EMPLOYEES; REQUIRING ALL

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EMPLOYERS BE HELD RESPONSIBLE FOR ENSURING EMPLOYEES UNDERGO

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TRAINING.

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BE IT ENACTED BY THE LEGISLATURE OF THE AMERICAN LEGION AUXILIARY NEW

1 MEXICO GIRLS STATE:

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3 SECTION 1. MAIN PROVISIONS. – Employers shall require all employees to undergo a  
4 course in sexual harassment prevention within their first six months of employment. Sexual  
5 harassment has been proven to hinder productivity and endanger the mental & emotional  
6 health of the victim. In addition, sexual harassment can cost the company money should  
7 the victim press charges. Sexual harassment training programs have been proven to be  
8 successful in decreasing the number of sex discrimination cases within a state. Making  
9 these programs mandatory for employers to enforce will increase productivity, save money,  
10 and improve the employee’s trust in the workplace.

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12 SECTION 2. DEFINITONS.

- 13 A. “sexual harassment” refers to any unwanted and/or repeated verbal or physical  
14 sexual act;
- 15 B. “training” refers to a course designed to educate employees on the detrimental  
16 effects of sexual harassment and subsequently prevent sex discrimination; and
- 17 C. “employer” refers to any supervisor overseeing fifteen or more employees.

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19 SECTION 3. PENALTY. – Any employer that fails to submit proof of completion of training  
20 for each new employee shall be punished by a fine of not more than one thousand dollars  
21 (\$1,000) per employee.

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23 SECTION 4. REPEAL. - All laws, acts, provisions, or parts of laws contained in the  
24 Constitution of the State of New Mexico in conflict with any provision of this act are hereby  
25 repealed.

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2 SECTION 5. EFFECTIVE DATE. – This act shall become effective 90 days after its  
3 passage and approval by the American Legion Auxiliary New Mexico Girls State Governor  
4 or its otherwise becoming a law.