

Fox, Susan

From: Legislative Committee <legislativecommittee@bozemanbpw.org>
Sent: Friday, October 12, 2018 5:51 PM
To: Fox, Susan; JP Pomnichowski
Subject: Anti-harassment, anti-discrimination policy for the Montana Legislature

Dear Members of the Legislative Council and Rules Committee Members,

Sexual harassment in the workplace represents a significant barrier to the career satisfaction and advancement of many women. In 2014, approximately 6,900 charges alleging sexual harassment were filed with the U.S. (U.S. Equal Employment Opportunity Commission 2015). Many victims, however, do not report incidences of workplace sexual harassment (Huffington Post 2013). Polling data indicate that workplace sexual harassment is widespread: an ABC News/Washington Post poll (2011) of more than 1,000 adults in the United States found that more than one in four women and one in ten men in the workforce have experienced sexual harassment.

The mission of Bozeman Business and Professional Women (a non-partisan organization) is to empower working women to achieve their full potential and to support business and professional women in our community through education, research, knowledge, and policy. We are an organization that helps its members and member businesses advocate for fair workplaces, equal pay and advancement, and to respect and value women's contributions in the workplace.

To that end, the board of BBPW voted unanimously to endorse a policy against harassment and discrimination for the Montana Legislature. We respectfully request the legislature—the people's branch of government—adopt a culture of respect for, and a process for reporting claims of harassment or discrimination in the workplace **everywhere**, including but not limited to the Capitol of Montana.

We also respectfully request that you add to the policy that participation in training on discrimination and harassment prevention be **mandatory for all legislators** in addition to staff and aides. More information on legal concepts and expectations for a positive culture in the legislature will educate and help protect all involved.

Thank you,
Melissa Herron, President of BBPW
Susan Neubauer, Co-chair of BBPW Legislative Committee
Kelly Simmons, Co-chair of BBPW Legislative Committee

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Susan Neubauer & Kelly Simmons
Co-Chairs, Legislative Committee
Bozeman Business & Professional Women

