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By the Committee on Ethics and Elections; and Senators Book, Benacquisto, Taddeo, and Rodriguez

582-02643-18 20181628c1

A bill to be entitled An act relating to sexual harassment; amending s. 11.045, F.S.; revising requirements for rules governing the registration of lobbyists who lobby the Legislature; creating s. 11.9006, F.S.; creating the Task Force on the Prevention of Sexual Harassment and Misconduct; requiring that the task force meet at 4year intervals beginning on a specified date; providing for the staffing and the composition of the task force; prescribing duties of and requirements for the task force; requiring the task force to report its findings and recommendations to the Governor and the Legislature before a specified date; authorizing reimbursement for per diem and travel expenses; creating s. 112.3126, F.S.; providing definitions; prohibiting public officers, qualified candidates, agency employees, and lobbyists from sexually harassing any person; prohibiting public officers, qualified candidates, agency employees, and lobbyists from taking any retaliatory action against an individual for filing a complaint alleging certain violations; prohibiting the intentional or reckless disclosure of identifying information of the complainant under specified circumstances; requiring an individual who gains personal knowledge of an alleged violation to report it to the Commission on Ethics or the appropriate agency within a specified timeframe; prohibiting an individual from knowingly or recklessly filing a materially false complaint;

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582-02643-18 20181628c1

authorizing an alleged victim to have a victim advocate and attorney present in any commission hearings held in response to a complaint or referral; amending s. 112.313, F.S.; defining the term "favor"; prohibiting an individual from offering or providing sexual favors, or offering or engaging in sexual conduct, in an effort to influence a public officer or employee or obtain his or her goodwill; defining the term "benefit"; amending ss. 112.3144 and 112.3145, F.S.; requiring certification of review of sexual harassment laws and policies on full and public disclosure of financial interests or statement of financial interests beginning on a specified date; specifying that failure to certify such review does not constitute an immaterial, inconsequential, or de minimis error or omission; reenacting and amending s. 112.317, F.S., relating to penalties for violations of the Code of Ethics for Public Officers and Employees; specifying penalties for certain violations of the act; requiring certain penalties to be paid into the Crimes Compensation Trust Fund; amending s. 112.3215, F.S.; revising requirements for registration of lobbyists who register to lobby before the executive branch or the Constitution Revision Commission; amending s. 112.324, F.S.; waiving the requirement that complaints alleging certain violations of the act be signed under oath or affirmation; authorizing a designated agency official to refer complaints alleging sexual harassment or sexual misconduct to the

Commission on Ethics; specifying that the personal identifying information of an alleged victim of sexual harassment contained in a complaint or referral and in related materials remains confidential and exempt from public records requirements; requiring the commission to report its findings and recommendations to the proper disciplinary official or body upon finding a violation of the act; requiring the proper disciplinary official or body to impose penalties within a specified timeframe; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

- Section 1. Present paragraphs (a) through (g) of subsection (2) of section 11.045, Florida Statutes, are redesignated as paragraphs (b) through (h), respectively, and a new paragraph (a) is added to that subsection, to read:
- 11.045 Lobbying before the Legislature; registration and reporting; exemptions; penalties.—
- (2) Each house of the Legislature shall provide by rule, or may provide by a joint rule adopted by both houses, for the registration of lobbyists who lobby the Legislature. The rule may provide for the payment of a registration fee. The rule may provide for exemptions from registration or registration fees. The rule shall provide that:
- (a) Each lobbyist shall certify, upon registration, that he or she has read the Code of Ethics for Public Officers and Employees in part III of chapter 112, and that he or she has

582-02643-18 20181628c1

read the rules governing conduct of members of the Legislature and legislative lobbyists.

Section 2. Section 11.9006, Florida Statutes, is created to read:

- 11.9006 Task Force on the Prevention of Sexual Harassment and Misconduct.—
- (1) There is created the Task Force on the Prevention of Sexual Harassment and Misconduct. The task force shall convene no later than July 2018, and at least every 4 years thereafter. The task force shall meet as many times as is necessary in order to complete its duties prescribed under subsections (4) and (5). The task force is created for the express purpose of studying the problem of sexual harassment and misconduct and examining best practices to prevent sexual harassment and misconduct, particularly in government settings and as applied to the conduct of public officers, candidates for public office, agency employees, and lobbyists. The task force is created within the legislative branch for administrative purposes only. The Governor, the President of the Senate, and the Speaker of the House of Representatives shall assign staff to assist the task force in the performance of its duties.
- (2) The task force is composed of the following
 individuals:
- (a) One member of the Senate and one full-time employee of the Senate, appointed by the President of the Senate.
- (b) One member of the House of Representatives and one full-time employee of the House of Representatives, appointed by the Speaker of the House of Representatives.
 - (c) One member appointed by the Governor.

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582-02643-18 20181628c1

(d) One member representing the Florida Council Against
Sexual Violence, appointed by the council's executive director.

- (e) One member representing the Florida Association of Counties, appointed by the association's president.
- (f) One representative representing the Florida League of Cities, appointed by the organization's president.
- (g) One representative of the Florida Association of Professional Lobbyists, appointed by the association's chair.
- (h) One representative of the Florida Press Association, appointed by the association's chair.
- (i) One representative of the Florida Behavioral Health Association, appointed by the association's chair.

In selecting appointments, each appointing authority must consider the diversity of the members of the task force. Any vacancy in the membership of the task force shall be filled in the same manner as the original appointment.

- (3) The members of the task force shall designate a chair at their first meeting. Meetings of the task force may be held via teleconferences or other electronic means.
 - (4) At a minimum, the task force shall examine:
- (a) The adequacy of current methods of reporting complaints, and the investigations thereof, of sexual harassment or misconduct.
- (b) Current procedures regarding the maintenance of the confidentiality of complaints, investigations, and the identity of victims.
- (c) Victims' ability to obtain support, care, and assistance.

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582-02643-18 20181628c1

(d) The adequacy of measures currently available to hold offenders accountable.

- (e) Any training and educational programs addressing sexual harassment or misconduct currently offered by governmental entities and whether further changes are needed to such programs to increase their effectiveness.
- (f) Measures taken in other states to reduce the incidence of sexual harassment or misconduct involving public officers, candidates, and agency employees and to protect the rights of victims.
- (5) The task force shall report its findings and recommendations, including any recommendations for proposed legislative changes, to the Governor, the President of the Senate, and the Speaker of the House of Representatives by January 15 before the next regular session of the Legislature.
- (6) Members of the task force shall serve without compensation, but members are entitled to reimbursement for per diem and travel expenses in accordance with s. 112.061 to be paid by the appointing authority.

Section 3. Section 112.3126, Florida Statutes, is created to read:

- 112.3126 Prohibition on sexual harassment.—
- (1) As used in this section, the term:
- (a) "Lobbyist" means a person who:
- 1. Is required to register to lobby before the legislative branch pursuant to s. 11.045;
- 2. Is required to register to lobby before the executive branch or the Constitution Revision Commission pursuant to s. 112.3215; or

582-02643-18 20181628c1

3. For compensation, seeks to influence a political subdivision with respect to a decision of the political subdivision, or an agency thereof, with respect to policy or procurement, or attempts to obtain the goodwill of an official or employee of a political subdivision.

- (b) "Sexually harass" includes an unwelcome sexual advance; a request for a sexual favor; or any other conduct of a sexual nature by a public officer, a candidate who has qualified for public office, an employee of an agency, or a lobbyist which is directed toward any individual when:
- 1. Submission to such conduct is made either explicitly or implicitly a term or condition of the individual's employment;
- 2. Submission to or rejection of such conduct by an individual is used as the basis for how the public officer, candidate, agency employee, or lobbyist makes decisions relating to his or her position which affect such individual; or
- 3. Such conduct has the purpose or effect of creating an intimidating, a hostile, or an offensive working environment.
- (2) A public officer, a candidate who has qualified to run for public office, an agency employee, or a lobbyist may not sexually harass any individual, regardless of whether an employment relationship exists.
- (3) A public officer, a candidate who has qualified to run for public office, an agency employee, or a lobbyist may not take any retaliatory action against an individual for filing a complaint alleging a violation of this section or a violation of s. 112.313(2) or (6) involving sexual favors or sexual conduct. An individual may not intentionally or recklessly disclose information that may be used to identify an individual who

582-02643-18 20181628c1

alleged any such violation without obtaining the individual's consent.

- (4) Upon learning of an alleged violation of subsection (2) or an alleged violation of s. 112.313(2) or (6) involving sexual favors or sexual conduct, an individual who gains personal knowledge of the alleged violation shall report it to the commission or to a designated individual in the appropriate agency in accordance with applicable rules and administrative policies within 10 business days.
- (5) An individual may not knowingly or recklessly file a materially false complaint alleging a violation of this section or a violation of s. 112.313(2) or (6) involving sexual favors or sexual conduct.
- (6) An alleged victim of a violation of subsection (2) or (3) is entitled to have a victim advocate and an attorney present in commission hearings that are held in response to a complaint or referral.
- Section 4. Subsections (2) and (6) of section 112.313, Florida Statutes, are amended to read:
- 112.313 Standards of conduct for public officers, employees of agencies, and local government attorneys.—
 - (2) SOLICITATION OR ACCEPTANCE OF GIFTS.-
- (a) As used in this subsection, the term "favor" includes sexual favors and sexual conduct.
- (b) A No public officer, an employee of an agency, a local government attorney, or a candidate for nomination or election may not shall solicit or accept anything of value to the recipient, including a gift, loan, reward, promise of future employment, favor, or service, based upon any understanding that

582-02643-18 20181628c1

the vote, official action, or judgment of the public officer, employee, local government attorney, or candidate would be influenced thereby.

- (c) In an effort to influence a public officer's or employee's official actions or judgment, or to obtain his or her goodwill, an individual may not:
- 1. Offer or provide sexual favors to a public officer or
 employee;
- 2. Offer to engage or engage in sexual conduct with a public officer or employee; or
- 3. Direct another individual to perform an activity prohibited under subparagraph 1. or subparagraph 2.
- of an agency, or local government attorney shall corruptly use or attempt to use his or her official position or any property or resource which may be within his or her trust, or perform his or her official duties, to secure a special privilege, benefit, or exemption for himself, herself, or others. This section shall not be construed to conflict with s. 104.31. For purposes of this subsection, the term "benefit" includes sexual favors and sexual conduct.
- Section 5. Subsection (1) and paragraph (c) of subsection (8) of section 112.3144, Florida Statutes, are amended to read: 112.3144 Full and public disclosure of financial interests.—
- (1) An officer who is required by s. 8, Art. II of the State Constitution to file a full and public disclosure of his or her financial interests for any calendar or fiscal year shall file that disclosure with the Florida Commission on Ethics.

Additionally, beginning January 1, 2015, An officer who is required to complete annual ethics training pursuant to s. 112.3142 must certify on his or her full and public disclosure of financial interests that he or she has completed the required ethics training. Additionally, beginning January 1, 2019, any person who is required to file a full and public disclosure of financial interests must certify on his or her disclosure that he or she has reviewed all applicable laws and policies regarding sexual harassment.

(8)

(c) For purposes of this section, an error or omission is immaterial, inconsequential, or de minimis if the original filing provided sufficient information for the public to identify potential conflicts of interest. However, failure to certify review of applicable sexual harassment laws and policies or completion of annual ethics training required under s. 112.3142 does not constitute an immaterial, inconsequential, or de minimis error or omission.

Section 6. Subsection (4) and paragraph (c) of subsection (10) of section 112.3145, Florida Statutes, are amended to read: 112.3145 Disclosure of financial interests and clients represented before agencies.—

(4) Beginning January 1, 2015, An officer who is required to complete annual ethics training pursuant to s. 112.3142 must certify on his or her statement of financial interests that he or she has completed the required training. Additionally, beginning January 1, 2019, any person who is required to file a statement of financial interests must certify on his or her statement that he or she has reviewed all applicable law and

policies regarding sexual harassment.

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(c) For purposes of this section, an error or omission is immaterial, inconsequential, or de minimis if the original filing provided sufficient information for the public to identify potential conflicts of interest. However, failure to certify review of sexual harassment law and policies or completion of annual ethics training required under s. 112.3142 does not constitute an immaterial, inconsequential, or de minimis error or omission.

Section 7. Section 112.317, Florida Statutes, is reenacted and amended to read:

112.317 Penalties.-

- (1) Any violation of this part, including, but not limited to, failure to file disclosures required by this part or violation of any standard of conduct imposed by this part, or any violation of s. 8, Art. II of the State Constitution, in addition to any criminal penalty or other civil penalty involved, under applicable constitutional and statutory procedures, constitutes grounds for, and may be punished by, one or more of the following:
 - (a) In the case of a public officer:
 - 1. Impeachment.
 - 2. Removal from office.
 - 3. Suspension from office.
 - 4. Public censure and reprimand.
- 5. Forfeiture of no more than one-third of his or her salary per month for no more than 12 months.
 - 6. A civil penalty not to exceed \$10,000, except as

provided in paragraph (f).

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- 7. Restitution of any pecuniary benefits received because of the violation committed. The commission may recommend that the restitution penalty be paid to the agency of which the public officer was a member or to the General Revenue Fund.
- (b) In the case of an employee or a person designated as a public officer by this part who otherwise would be deemed to be an employee:
 - 1. Dismissal from employment.
- 2. Suspension from employment for not more than 90 days without pay.
 - 3. Demotion.
 - 4. Reduction in his or her salary level.
- 5. Forfeiture of no more than one-third salary per month for no more than 12 months.
- 6. A civil penalty not to exceed \$10,000, except as provided in paragraph (f).
- 7. Restitution of any pecuniary benefits received because of the violation committed. The commission may recommend that the restitution penalty be paid to the agency by which the public employee was employed, or of which the officer was deemed to be an employee, or to the General Revenue Fund.
 - 8. Public censure and reprimand.
- (c) In the case of a candidate who violates this part or s. 8(a) and (i), Art. II of the State Constitution:
 - 1. Disqualification from being on the ballot.
 - 2. Public censure.
 - Reprimand.
- 4. A civil penalty not to exceed \$10,000, except as

Page 12 of 20

provided in paragraph (f).

- (d) In the case of a former public officer or employee who has violated a provision applicable to former officers or employees or whose violation occurred before the officer's or employee's leaving public office or employment:
 - 1. Public censure and reprimand.
- 2. A civil penalty not to exceed \$10,000, except as provided in paragraph (f).
- 3. Restitution of any pecuniary benefits received because of the violation committed. The commission may recommend that the restitution penalty be paid to the agency of the public officer or employee or to the General Revenue Fund.
- (e) In the case of a person who is subject to the standards of this part, other than a lobbyist or lobbying firm under s. 112.3215 for a violation of s. 112.3215, but who is not a public officer or employee:
 - 1. Public censure and reprimand.
- 2. A civil penalty not to exceed \$10,000, except as provided in paragraph (f).
- 3. Restitution of any pecuniary benefits received because of the violation committed. The commission may recommend that the restitution penalty be paid to the agency of the person or to the General Revenue Fund.
- (f) In addition to any other penalties authorized by this subsection, in any case in which the commission finds that a violation of s. 112.3126(2); s. 112.3126(3); or s. 112.313(2) or (6) based on sexual favors or sexual conduct, has occurred:
- 1. A civil penalty of at least \$5,000 per violation up to a maximum penalty of \$20,000 per violation.

2. The violator is liable for any costs associated with the services of a victim advocate and for reasonable attorney fees before the commission which are incurred by the victim of the prohibited conduct.

- Any civil penalty imposed pursuant to this paragraph must be paid to the Crimes Compensation Trust Fund within the Department of Legal Affairs.
- (g) In the case of an individual who is a lobbyist as that term is defined in s. 112.3126 and who violates s. 112.3126(2); s. 112.3126(3); or s. 112.313(2) or (6) based on sexual favors or sexual conduct, in addition to any penalties imposed under paragraph (e) or (f), the violator may be prohibited from lobbying for a specified period, including permanent revocation of lobbying privileges.
- (2) In any case in which the commission finds a violation of this part or of s. 8, Art. II of the State Constitution and the proper disciplinary official or body under s. 112.324 imposes a civil penalty or restitution penalty, the Attorney General shall bring a civil action to recover such penalty. No defense may be raised in the civil action to enforce the civil penalty or order of restitution that could have been raised by judicial review of the administrative findings and recommendations of the commission by certiorari to the district court of appeal. The Attorney General shall collect any costs, attorney fees, expert witness fees, or other costs of collection incurred in bringing the action.
- (3) The penalties prescribed in this part shall not be construed to limit or to conflict with:

582-02643-18 20181628c1

(a) The power of either house of the Legislature to discipline its own members or impeach a public officer.

- (b) The power of agencies to discipline officers or employees.
- (4) Any violation of this part or of s. 8, Art. II of the State Constitution by a public officer constitutes malfeasance, misfeasance, or neglect of duty in office within the meaning of s. 7, Art. IV of the State Constitution.
- (5) By order of the Governor, upon recommendation of the commission, any elected municipal officer who violates this part or s. 8, Art. II of the State Constitution may be suspended from office and the office filled by appointment for the period of suspension. The suspended officer may at any time before removal be reinstated by the Governor. The Senate may, in proceedings prescribed by law, remove from office, or reinstate, the suspended official, and for such purpose the Senate may be convened in special session by its President or by a majority of its membership.
- (6) In any case in which the commission finds probable cause to believe that a complainant has committed perjury in regard to any document filed with, or any testimony given before, the commission, it shall refer such evidence to the appropriate law enforcement agency for prosecution and taxation of costs.
- (7) In any case in which the commission determines that a person has filed a complaint against a public officer or employee with a malicious intent to injure the reputation of such officer or employee by filing the complaint with knowledge that the complaint contains one or more false allegations or

582-02643-18 20181628c1

with reckless disregard for whether the complaint contains false allegations of fact material to a violation of this part, the complainant shall be liable for costs plus reasonable attorney fees incurred in the defense of the person complained against, including the costs and reasonable attorney fees incurred in proving entitlement to and the amount of costs and fees. If the complainant fails to pay such costs and fees voluntarily within 30 days following such finding by the commission, the commission shall forward such information to the Department of Legal Affairs, which shall bring a civil action in a court of competent jurisdiction to recover the amount of such costs and fees awarded by the commission.

Section 8. Present paragraphs (a) through (e) of subsection (3) of section 112.3215, Florida Statutes, are redesignated as paragraphs (b) through (f), respectively, and a new paragraph (a) is added to that subsection, to read:

- 112.3215 Lobbying before the executive branch or the Constitution Revision Commission; registration and reporting; investigation by commission.—
- (3) A person may not lobby an agency until such person has registered as a lobbyist with the commission. Such registration shall be due upon initially being retained to lobby and is renewable on a calendar year basis thereafter. Upon registration the person shall provide a statement signed by the principal or principal's representative that the registrant is authorized to represent the principal. The principal shall also identify and designate its main business on the statement authorizing that lobbyist pursuant to a classification system approved by the commission. The registration shall require each lobbyist to

582-02643-18 20181628c1

disclose, under oath, the following information:

(a) Each lobbyist shall certify that he or she has read the Code of Ethics for Public Officers and Employees contained in this part, and that he or she has read any rules governing the conduct of agency officials and lobbyists who lobby before an agency.

Section 9. Present subsections (9) through (12) of section 112.324, Florida Statutes, are renumbered as subsections (10) through (13), respectively, paragraphs (f) and (g) of subsection (2) of that section are redesignated as paragraphs (g) and (h), respectively, and a new paragraph (f) is added to that subsection, subsections (1) and (8) of that section are amended, and a new subsection (9) is added to that section, to read:

- 112.324 Procedures on complaints of violations and referrals; public records and meeting exemptions.—
- (1) The commission shall investigate an alleged violation of this part or other alleged breach of the public trust within the jurisdiction of the commission as provided in s. 8(f), Art. II of the State Constitution:
- (a) Upon a written complaint executed on a form prescribed by the commission and signed under oath or affirmation by any person; or
- (b) Upon a written complaint executed on a form prescribed by the commission, if a violation of s. 112.313(2) or (6) involving sexual favors or sexual conduct or s. 112.3126 is alleged; or
- (c) Upon receipt of a written referral of a possible violation of this part or other possible breach of the public trust from the Governor, the Department of Law Enforcement, a

state attorney, any person designated by an agency to accept complaints of sexual harassment or sexual misconduct, or a United States Attorney which at least six members of the commission determine is sufficient to indicate a violation of this part or any other breach of the public trust.

Within 5 days after receipt of a complaint by the commission or a determination by at least six members of the commission that the referral received is deemed sufficient, a copy shall be transmitted to the alleged violator.

(2)

- (f) The personal identifying information of an alleged victim of a violation of s. 112.313(2) or (6) involving sexual favors or sexual conduct or s. 112.3126 contained in a complaint or referral, and all materials relating to the complaint or referral, remain confidential and exempt from s. 119.07(1) and s. 24(a), Art. I of the State Constitution as provided under s. 119.071(2)(n).
- (8) If, in cases other than complaints or referrals against impeachable officers or members of the Legislature, upon completion of a full and final investigation by the commission, the commission finds that there has been a violation of this part or of s. 8, Art. II of the State Constitution, it is the duty of the commission to report its findings and recommend appropriate action to the proper disciplinary official or body as follows, and such official or body has the power to invoke the penalty provisions of this part, including the power to order the appropriate elections official to remove a candidate from the ballot for a violation of s. 112.3145 or s. 8(a) and

582-02643-18 20181628c1

(i), Art. II of the State Constitution:

- (a) The President of the Senate and the Speaker of the House of Representatives, jointly, in any case concerning the Public Counsel, members of the Public Service Commission, members of the Public Service Commission Nominating Council, the Auditor General, or the director of the Office of Program Policy Analysis and Government Accountability.
- (b) The Supreme Court, in any case concerning an employee of the judicial branch.
- (c) The President of the Senate, in any case concerning an employee of the Senate; the Speaker of the House of Representatives, in any case concerning an employee of the House of Representatives; the President or the Speaker, in any case concerning a person who is required to register as a lobbyist under s. 11.045 for violations of s. 112.313(2) or (6) which involve sexual favors or sexual conduct or s. 112.3126; or the President and the Speaker, jointly, in any case concerning an employee of a committee of the Legislature whose members are appointed solely by the President and the Speaker or in any case concerning an employee of the Public Counsel, Public Service Commission, Auditor General, or Office of Program Policy Analysis and Government Accountability.
- (d) The Governor and the Cabinet, in any case concerning a person who is required to register as a lobbyist under s.

 112.3215 for violations of s. 112.313(2) or (6) which involve sexual favors or sexual conduct or s. 112.3126. Additionally, a political subdivision may suspend or revoke the lobbying privileges of any person authorized to lobby that political subdivision if he or she has been found to have violated s.

582-02643-18 20181628c1

 $\underline{112.313(2)}$ or (6) involving sexual favors or sexual conduct or s. 112.3126.

- (e) Except as otherwise provided by this part, the Governor, in the case of any other public officer, public employee, former public officer or public employee, candidate or former candidate, or person who is not a public officer or employee, other than lobbyists and lobbying firms under s. 112.3215 for violations of s. 112.3215.
- (f) (e) The President of the Senate or the Speaker of the House of Representatives, whichever is applicable, in any case concerning a former member of the Legislature who has violated a provision applicable to former members or whose violation occurred while a member of the Legislature.
- (9) The proper disciplinary body or official, as designated by this section, shall impose any penalty for a violation of s. 112.313(2) or (6) which involve sexual favors or sexual conduct, s. 112.3126(2), or s. 112.3126(3), within 90 days after the date of transmittal of the commission's findings.

Section 10. This act shall take effect upon becoming a law.