



## American Association of University Women Florida

### 2021 Positions on Priority Legislation

#### **SB 256 / HB 107    DISCRIMINATION IN LABOR AND EMPLOYMENT**

**SUPPORT**

**SPONSORS: SEN. LINDA STEWART    REP. GERALDINE THOMPSON**

Senate Referrals: Commerce and Tourism; Judiciary; Rules

House Referrals: Regulatory Reform Subcommittee, Civil Justice & Property Rights Subcommittee; Commerce

*Creating the “Senator Helen Gordon Davis Fair Pay Act”, prohibiting an employer from providing less favorable employment opportunities to employees based on their sex; provides exceptions; provides civil penalties; prohibits employer from taking certain employment actions against employees; prohibits employer from engaging in certain activities relating to wages & benefits; prohibits employer from requiring employees to sign certain waivers & documents; authorizes employer to confirm wage or salary history under certain conditions.*

According to the latest census data, a typical woman nationally earned only 82% of what men earned, and in Florida a typical woman earned 85%. This act would provide important protections for women negotiating salary, including prohibiting retaliation against employees who discuss salary history (pay transparency) and prohibiting the use of salary history in the hiring process.

#### **SB 180 / HB 275    OFFICE OF DIVERSITY, EQUITY, AND INCLUSION**

**SUPPORT**

**SPONSORS: SEN. L. BERMAN    REP. DAVIS**

Senate Referrals: Governmental Oversight and Accountability; Appropriations Subcommittee on Agriculture, Environment, and General Government; Appropriations

House Referrals: Government Operations Subcommittee; Appropriations Committee; State Affairs Committee

*Establishes Office of Diversity, Equity, & Inclusion within EOG; provides for appointment of Chief Diversity Officer; prescribes minimum qualifications for Chief Diversity Officer; provides duties & responsibilities of Chief Diversity Officer.*

These provisions will establish an office within the Executive Office of the Governor, with the appointment of a Chief Diversity Officer to ensure diversity and inclusion in State government programs/activities.

#### **SB 554 / HB 1303    HUMAN TRAFFICKING EDUCATION IN SCHOOLS**

**SUPPORT**

**SPONSORS: SEN. PERRY THURSTON, JR.    REP. PATRICIA WILLIAMS**

Senate Referrals: Education; Children, Families, and Elder Affairs; Appropriations

House Referrals: Secondary Education & Career Development Subcommittees; Early Learning & Elementary Education Subcommittee; PreK-12 Appropriations Subcommittee; Education & Employment Committee

*Revises required health education in public schools to include information regarding dangers & signs of human trafficking; authorizes student to opt out of specified portion of health education; & requires DLA to develop human trafficking awareness campaigns.*

Increasingly our young people, girls and boys, are targeted by human traffickers. This legislation will help give them information early on the techniques traffickers use and ways to avoid the dangers.

#### **SB 812/HB 523    HUMAN TRAFFICKING SURVIVORS INCREASED COURT PROTECTIONS**

**SUPPORT**

**SPONSORS: SENS. LAUREN BOOK, ANA MARIA RODRIGUEZ, REPS. JACKIE TOLEDO AND MICHAEL GREICO**

Senate Referrals: Judiciary; Children, Families, and Elder Affairs; Rules

House Referrals: Criminal Justice & Public Safety Subcommittee; Justice Appropriations Subcommittee; Judiciary

*Provides communication between human trafficking victim advocate or trained volunteer & human trafficking victim is confidential in certain circumstances; provides for expunction of driving records; requires court to impose specified conditions, in addition to all other standard & special conditions imposed, on probationers or community controlees who are placed under supervision for violations of sexually related human trafficking offenses; authorizes court to grant defendant accused of human trafficking an extension if defendant demonstrates, upon showing of need to call witnesses or alibi defenses, that such an extension is necessary after filing of demand for speedy trial by state attorney; requires each state attorney to adopt pro-prosecution policy for human trafficking.*

**SB 410 / HB 545 MATERIALS HARMFUL TO MINORS**

**OPPOSE**

**SPONSORS: SEN. RODRIGUEZ REP. CHANEY**

*Prohibits person from selling or renting specified materials to minor for monetary consideration & from loaning specified materials to minor for any reason; requires school districts to proactively remove specified materials; requires school districts to remove such materials independent of parent or resident complaint; provides public school student may be exposed to certain teaching only in accordance with specified procedure; requires school districts or specified schools to notify & request written consent of parents before teaching of reproductive health or any sexually transmitted disease; prohibits schools from allowing students to be exposed to such teaching without written consent of their parent; prohibits student whose parent does not give such written consent from being penalized.*

The provisions of this bill would require minors/students to have parental consent to received instruction and written materials regarding reproductive health, sexually transmitted disease, and other sex education topics.

**SB 808 / HB 875 INTELLIGENCE-LED POLICING**

**SUPPORT**

**SPONSORS: SEN. GIBSON REP. DRISKELL**

Senate Referrals: Governmental Oversight and Accountability; Judiciary; Rules

House Referrals: Criminal Justice & Public Safety Subcommittee; Justice Appropriations Subcommittee; Judiciary

*Provides requirements for intelligence-led policing policies; provides requirements for law enforcement agencies that use intelligence-led policing; requires certain information be provided to a targeted individual.*

These provisions will establish policy which will utilize data to identify offenders and provide an opportunity for them to change their behavior before being arrested for a more severe crime

**SCR 500 / HCR 475 EQUAL RIGHTS FOR MEN AND WOMAN**

**SUPPORT**

**SPONSORS: SEN. AUDREY GIBSON, CO-INTRODUCERS: SENS. LINDA STEWART AND JEFF BRANDE. REPS. D. JOSEPH AND WILLIAMS, CO-INTRODUCERS: ARRINGTON**

Senate Referrals: Judiciary; Commerce and Tourism; Rules

House Referrals: Public Integrity & Elections; Judiciary Committee

*Ratifies proposed amendment to U.S. Constitution relating to equal rights for men & women.*

It would be an affirmation of the Florida Legislature's support for women to make Florida a part of this historic moment by ratifying the Constitutional amendment giving women equal protection under the law.