

By: Representative Clark

To: Judiciary A

HOUSE BILL NO. 428

1 AN ACT TO CREATE A CAUSE OF ACTION FOR SEXUAL HARASSMENT IN
2 STATE COURT; AND FOR RELATED PURPOSES.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

4 **SECTION 1.** (1) Any person who, while engaged in any type of
5 employment, and is subject to unwanted sexual advances, requests
6 for sexual favors or other physical conduct of a sexual nature
7 that is prohibited by federal law, shall have a cause of action in
8 the courts of this state for such sexual harassment. Such person
9 shall be entitled to all civil remedies including damages for such
10 sexual harassment.

11 (2) The cause of action created by this section shall not be
12 waived by any contract or agreement as a condition of employment.

13 **SECTION 2.** This act shall take effect and be in force from
14 and after July 1, 2025.

