

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

SENATE BILL 783

By: Rader

AS INTRODUCED

An Act relating to labor; prohibiting an employer from requiring certain agreement from employee; defining term; allowing employee to seek certain action for violation of section; providing for codification; and providing an effective date.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 173.4 of Title 40, unless there is created a duplication in numbering, reads as follows:

A. An employer, as defined in Section 165.1 of Title 40 of the Oklahoma Statutes, shall not require an employee, as defined in Section 165.1 of Title 40 of the Oklahoma Statutes, or a prospective employee to execute or renew a nondisclosure agreement with respect to sexual harassment in the workplace as condition of employment. As used in this subsection, "sexual harassment" includes, but is not limited to, sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that is unwelcome.

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B. Any employee may bring a civil action against an employer who violates this section in a court located in the county in which the alleged violation occurred. Such action shall be brought within six (6) months after the alleged violation occurred.

SECTION 2. This act shall become effective November 1, 2025.

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