

MINUTES
Approved by the Committee
Respectful Workplace Task Force Committee
Thursday, January 25, 2018
7:30 A.M.
W403 (Senate Minority Caucus Room)
Boise, Idaho

Co-chair Representative Caroline Nilsson Troy called the meeting to order at 7:30 a.m.

The work group members in attendance were: Co-chairs Senator Cherie Buckner-Webb and Representative Caroline Nilsson Troy; Senators Todd Lakey, Lori Den Hartog and Carl Crabtree; Representatives Tom Dayley, Paul Amador and Sally Toone; Chad Houck - Deputy Secretary of State; Jennifer Novak - Secretary of the Senate; Carrie Maulin - Chief Clerk of the House of Representatives; Caitlin Lister - Senate Minority Chief of Staff; Jack Lyman - Idaho Housing Alliance; Melissa Davlin - Idaho Public Television; Toni Lawson - Idaho Hospital Association; Marty Durand - Idaho Building Trades. LSO Staff: Terri Kondeff - Chief Operations Officer and Tetiana Powell - Administrative Assistant.

Co-chair Troy welcomed everyone and thanked the group for coming out to discuss the subject of a respectful workplace. She noted that Speaker of the House Scott Bedke and Senate Pro Tem Brent Hill urged the group to come up with a respectful workplace policy by the end of the 2018 Legislative Session.

Co-chair Senator Cherie Buckner-Webb clarified that the work group's charge is to include harassment, of any type, in order to create a respectful workplace environment.

During the meeting, the group discussed:

- Language in the draft prepared by the Attorney General's Office; possible amendments and additions to the draft.
- Policy enforcement implementation.
- The importance of protecting wrongly accused people as well the ones who were harassed.
- Consideration of third parties in the policy.
- The issue of the power differentials in the legislative process.
- The consideration of people who are in any way involved in the legislative process, and people who are visiting the building.
- Applicability of the policy, clarification on whether the policy will include all branches of government.
- Clarification on whether the policy will only include the Legislature or the entire Statehouse.
- Consideration of the existing HR policies for different entities that interact within the Capitol Building.
- Consideration of potential harassment outside of the Statehouse.
- Proposal to create small work groups in order to help to come up with the policy. Each work group will study particular segments, such as members of the Legislature, legislative staff, pages, legislative advisors, press, agencies etc.
- Clarification on definitions within the draft in regards to third parties, sexual harassment, incident locations and offsite scenarios.
- Consideration of the existing rules and standards for the general public within the Capitol Mall created by the Department of Administration.

- Consideration of the First Amendment capacity and constitutional rights.
- Attaché and Page policy and sexual harassment training sessions used in previous years
- Ethics issues and the environment.
- Complaint filing and reporting processes.
- Possible creation of an offsite politically independent entity who will provide proper determination, investigation and reporting.
- Reporting process for those who witnessed harassment.
- Implementation of the "new culture" toward the issue of harassment.
- Consequences and punishment for harassment
- Delegation of responsibilities to bodies responsible for filing charges of harassment.
- Tasks for the next meeting.

The work group adjourned at 8:29 a.m.