



**State of Connecticut**  
**GENERAL ASSEMBLY**  
STATE CAPITOL  
300 CAPITOL AVENUE  
HARTFORD, CONNECTICUT 06106-1591

January 26, 2018

Mr. James P. Tracy  
Executive Director  
Office of Legislative Management  
300 Capitol Avenue, Room 5100  
Hartford, CT, 06106

Mr. Jim Tracy:

We are writing in regard to the Office of Legislative Management's management of the General Assembly's sexual harassment policies and training requirements which apply to all four legislative caucuses as well as nonpartisan offices.

As you are well aware, these policies were updated in 2014 following an extensive process led by your office to review and strengthen training requirements and complaint procedures. That process included representatives from all four caucuses along with OLM's outside employment attorney. Over the course of several meetings this group researched the practices of other states and organizations and identified specific changes to enhance the General Assembly's policies.

Although this process occurred rather recently, in light of news that other states are now making further changes to their policies we would ask that you conduct a new analysis of the changes other states are making. In analyzing what other states are doing, just as you did in 2014, we hope to learn about any additional changes that could be made to further strengthen the Connecticut General Assembly's policies.

For example, one potential change we are interested in considering is to increase the required amount of sexual harassment prevention training sessions that legislators as well as partisan and nonpartisan staff are required to complete. We hope to learn more from the state's human resources experts about the potential benefits of expanding this requirement further to include refresher classes after a certain amount of years. Currently, employees are only required to complete one training session during the extent of a person's employment with the General Assembly.

We thank you for your time and attention and your work administering the General Assembly's sexual harassment policies to maintain a respectful work environment.

Sincerely,

A handwritten signature in black ink that reads "Martin Looney".

Martin M. Looney  
Senate President Pro Tempore

A handwritten signature in black ink that reads "Len Fasano".

Len Fasano  
Senate Republican President Pro Tempore



Joe Aresimowicz  
Speaker of the House



Themis Klarides  
House Republican Leader



Bob Duff  
Senate Majority Leader



Kevin Witkos  
Deputy Senate Republican President Pro Tempore



Matt Ritter  
House Majority Leader