

WHAT YOU NEED TO KNOW ABOUT

Sacramento County's

Hotel Worker

Protection Ordinance

On February 27th, 2018, Sacramento County's Board of Supervisors adopted an ordinance requiring hotels with 25 or more guest rooms located in the unincorporated area of Sacramento County to adopt a series of policies designed to protect hotel workers from sexual assault and harassment. The law is effective March 29th, 2018 and potentially impacts your business.

REQUIREMENTS

Hotels must equip employees that work in guest rooms and restrooms with a "panic button".

A panic button is a portable emergency contact device that can be easily activated by employees to contact hotel security officers for immediate assistance.

Hotels must develop, maintain, and comply with a written sexual harassment policy.

Sexual harassment policies must encourage employees to immediately report harassment and describe procedures for employees and hotel management to follow.

Current copies of the hotel's sexual harassment policy must be given to employees in English and Spanish.

Written sexual harassment policies must also be posted in noticeable areas of the hotel, such as employee break rooms.