Country	Province/state	Name	Stand alone/amended	Stage	Scope	Latest Date	Sponsored By:	Non- disparagem	Link:	Special notes
Canada	British-Columbia	Bill M 215 – 2023: Non-Disclosure Agreements Act	Stand alone	First Reading	Harassment and discrimination (both workplace and civil)	March 9 2023			https://www. leg.bc.	
									ca/parliamentar <u>Y</u> : husiness/legislat	
									ion-debates- proceedings/42	
									nd: parliament/4th: session/bills/firs	
Canada	Manitoba	Bill 225. THE NON-DISCLOSURE AGREEMENTS ACT	Stand alone	Not Proceeded with -	Harassment and discrimination (workplace and civil)	Second reading:	MS. SONIA FURSTENAU Dougaid Lamont		t-reading/m215; 1 https://web2.	Indexendent leal advice is resurred if any NDA is to be enforceable (Section 311/b)).
				see page 9: https: //web2.gov.mb. ca/bills/42- 4/billstatus.en.pdf	and the second sec	Second reading: October 11 2022			covmb. ca/bils/42-	independent legal advact is required if any NOA is to be enforceable (Saction 17)(b)). The operative risk duty as region legal advact is required if any NOA is to be enforceable (Saction 17)(b). The operative risk duty as region legal advact is required if any Saction 17(b). The operative risk duty as region legal advact is required if any Saction 17(b). The operative risk duty as region legal advact is required if any Saction 17(b). The operative risk duty as region legal advact is required if a saction 18(b). The operative risk duty as region legal advact requires the operative risk duty as related advact requires the operative risk duty as related advact requires the operative risk duty as related results and res
				4/billstatus.en.pdf			1			Varianty and winderschaft regulation with a second se
Canada	Nova Scotia	Bill 144, An Act Respecting Non-disclosure Agreements	Stand alone	First Reading	Harassment and discrimination (Both workplace and civil)	First Reading: April 7	Gaudia Chender	Included	https:	
						First Reading: April 7 2022	Claudia Chender	Section 4	//legislature's/le	Any enforceable NDA must include an opportunity for the relevant person to waive their own confidentiality in the future and the process for doing so; and the agreement is of a set and limited duration
									4.htm	"Incluse provident for barming reast-requirement on investigation spectral spectral," *Plain language requirement (Section S(8)). *Plain language requirement (Section S(8)). The validity and enforcement provisions do not apply to settlement amounts (Section 5(10)).
Canada	Ontario		amends various acts	Passed	Sexual misconduct by unviersity and college employees	Royal Assent:	The Hop I	<u> </u>	https://www.	• Contravention of act can liable on conviction to a fine of not lists that \$2,000 or more than \$10,000. (Section 7). • Bills information page: https://hisigidature.ca/legislature-busines/bills/astantub/64-secsion 12/bill.144 Descen alliaure (MBX) dark that ark frame information ranks of bills information and an analysis and an analysis information to receive information least arkine Descen alliaure (MBX) dark that ark frame information ranks of bills information and an analysis information to receive information least arkine
		Strengthening Post-secondary Institutions and Students Act,				Royal Assent: December 8 2022	The Hon. J. Dunlop		ontario. ca/laws/statute /s22022	(b) there have been no undue attempts to influence the student with respect to the request; (c) the agreement includes an opportunity for the student to decide to waive their own confidentiality in the future and the students for delice of the student to decide to waive their own confidentiality in the future and the
Canada	YEI	2022, S.O. 2022, c. 22 Bill 118, Non-Disclosure Agreements Act	Stand alone	Royal Assent:	Harassment and discrimination (both workplace and civil)	Royal Assent:	Lynne Lund	Included: Section 4(5)	file:	Sector 3 (1)(4)(5)(1)(6) Sector 3 (1)(4)(5)(1)(5) Sector 3 (1)(5)
						Royal Assent: November 17 2021 Proclaimed: May 17 2022		Section 4(5)	///Users/meg/D ownloads/chapt er-51.pdf	 Any reformable NOA must include an opportunity for the relevant person to waive their own confidentiality in the future and the process for doing so and the agreement is of a set and limited duration [Section 3(d):3(e)]. Includes provides for banning NOA requirement for investigation (Section (4)6(b)(b)).
						Commencement: Six months after proclamation (Section 9): November 17 2022				Plain language requirement (Section 4(8)). Viaidity and enforceability requirements do not apply to NDX's entered into before Act comes into force (Section 3). Contractedion of a trac labelen on control on to act loss that 52 000 or more than 510 000 (Section 6)
						9): November 17 2022				The validity and enforcement provisions do not apply to settlement announce (Section 7) elike information page: https://www.secumbly.ge.lapidative.busineschouse-records/bills/section_lapidative.businescho
Ireland	N/A	Employment Equality (Amendment) (Non-Disclosure Agreements) Bill 2021 (Bill 82 of 2021)	Amendment	Report - Fourth Stage	Any of 7 heads of discrimination or harassment under Employment Equality Act (workplace but includes universities and volumeers)	Presented: June 1 2021 Current Stage: Seanad	Lynn Ruane	Included		
						Eireann Fourth stage - July 6 2022	ļ		ie/en/bills/bil/2 021/82/	Any enforceable NDA must include an opportunity for the relevant person to waive their own confidentiality in the future and the process for doing so and the agreement is of a set and limited duration [Section 2][40(3)[6:4]]. All NDA ensures into holen oneration of art will not be enforceable if mode in accordance with certain remainders of the art (Section 2][40(3)[6:4]].
										All Node entered into before operation of act will only be enterclasse if made in accordance with certain provisions of the act (section 2[148](7)) Plain language requirement (section 2[148](9)).
United States	Vrizona	House Bill 2020	Amendment to Arizona Statutes section 12-720	Passed	Sexual assault and sexual harassment at work	Passed: April 25 2018	Rep. Michelle Udall, Introduced by	Included	https://legiscan. com/AZ/text/HB 2020/2018	Full amendment: Saction 1. The 12, chapter 6, article 12, Antona Ravised Statutes, is amended by adding section 12-720, to read: 12-720. Nonfscioure agreements: applicability: use of public monice; definitions
							Representatives Syms: Allen J.			12.220. Nundiscloure agreenents: gapilicating: use of patient nonies: definitions The TERMS of A NetWorkSCloure Academics International Control of the Additional Anno 2010 The Following in Relation To A violation or An Alleged Violation of Thit 12, CHAPTRE 14 of 33; 1. ESPRONNET OF A TRACE OFFICETS ON A PROSECUTOR'S NOBILE:
							Syms: when J, Bowers, Campbell,			2 ASSAUNCES TATEMENT NOT INITIATED BY THAT DAPTY IN A CRIMINAL REPORTED ING
							Bowers, Campbell, Espinoza, Norgaard, Nutt, Shope			8. AN ACTIVITIES SALEMOND BY SUBJECTION A OT THE SECTION MAY HOT BE USED TO AND O AN INVILUATE A MATY'S BIGHT TO CONSCIRATION UNDER THE CONTRACT OR TO REQUERE THE RETURN OF CONSCIRRATION THAT WAS ALEMOND RET NOVALED TO THE MATT C. THIS SECTION MAY NOT BE USED A SUBJECTION IN DECIMALE OF AN AND REQCUERE A REPENSION THAT S RELATED TO AN ALEGATION OF OR ATTEMPTED SEXUAL ASSAULT OR SOLUL D ANELLA WINNIE MAY WITH E USED A SUBJECTION IN DECIMALE OF AN AND REQCUERE A REPENSION THAT S RELATED TO AN ALEGATION OF OR ATTEMPTED SEXUAL ASSAULT OR SOLUL
										HARASSMENT = FOR THE INTERVIEW SECTION
United States	California	Silenced No More Act Senate Bill 331	An act to amend Section 1001 of the Code of Civil Procedure, and to amend	Passed	Sexual harassment in the workplace. Act of harassment or discrimination in housing accommodation.	Passed: October 7 2021		Included in	https://leginfo.	1 "ORIMAN REGETENCE" INCLUES A GRAND LIKE VETTING INTERNEY, DEPOSITION, HEARING, TRIAL AND SAMTENCIK PROCESSIONE PARSUANT TO CRIMINAL LIKE 2. "NONDESCLOSURE AGREEMENT MENNES A CONDECENTUALITY AGREEMENT OR CONTRACT. PROVISION THAT PROHIBITS THE DISCLOSURE OF INFORMATION BY A PARTY TO THE CONTRACT. Code of CAN Incodeur:
			Section 12964.5 of the Government Code, relating to civil actions.		Act of harassment or discrimination in housing accommodation.			Government Code amendment:	epislature.ca. pov/faces/billNa vClient.xhtml?	The validity and enforcement provisions do not apply to settlement amounts (Section 1001(e)). Only applies to agreements made on or after January 12022
								Section 12964.5. (2) (b)(1)(B).	bil id-2021202 2058331	Government Code: • Cannot use an NDA in sicknapp for a borus or a raise or a condition of employment. • Allows for interdente taska shufes (Sartion 1964), 5 (2001)(3)
								olf a l(D):		 Allow for instants legit advice (Section 22964.5, (2)(b)(4)) Higher day instants they advice (Section 22964.5, (2)(b)(4)) Higher day instants with brack and advice fact beam received, scene say leaving room for companies to pressure employees. "Registrated" means that the agreement is voluntary, difference, and they instant advice fact beam received, scene say leaving room notice and an opportunity to retain an attorney of in represented by an attorney.
United States	California	Senate Bill 820	An act to add Section 1001 to the Code of Civil Procedure, relating to civil procedure.	Passed	This bill would prohibit a provision in a settlement agreement that prevents the disclosure of Tactual information relating to cortain claims of sexual assault, resual harasment, or harasment or discrimination based on sex	Passed September 2018	Gonzalez, Fletche	r,Beat	https://leginfo. legislature.ca	Interesting, the distribution, the agreement between commenced wave or the temporty, and the temporty or generative period of the temporty or temportuning or transmission or the temportuning or transmission of the temportuning or transmission of the temportuning or temport
					assault, sexual harassment, or harassment or discrimination based on sex				gov/faces/billNa sclient.xhtml? bill_id=2017201	
United States	Colorado	House Bill 22-1317	Amendment: amending 8-2-113 in the Colorado Revised Statutes.	Passed	Limits scope of noncompete agreements	Aug 6 2022	HOUSE BILL 22-	N/A	8058820	Confidentiality/Non-Disclosure Covenants. While reasonable confidentiality and non-disclosure covenants remain valid in Colorado, the new law expressly provides these covenants.
							HOUSE BILL 22- 1317 BY REPRESENTATIV E(S) Tipper, Bacon, Bernett, Duran, Exum, Gonzuler,		colorado. pov/bills/hb22- 1317	Confectivity these discusses Constants, White reasonable confectivity and an discusses constant reach out of Controls, the new low serves periodic these constants and and a constants are served as a set period constitution and and and and and and and and and an
							Bacon, Bernett, Duran, Exum,			Nighly compensated workers for the process on trade secrets. "Boy do not prohibit the disclosure of: (i) information of tasks secrets. "Boy do not prohibit the disclosure of: (i) information of tasks secrets. "Boy do not prohibit the disclosure of: (i) information in the worker's general training, knowledge, skill, or experience; (ii) information that is readily ascertainable to the public; and (iii) information that information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily ascertainable to the public; and (iii) information that is readily assertainable to the public; and (iii) information that is readily assertainable to the public; and (iii) information that is readily assertainable to the public; and (iii) information that is readily assertainable to the public; and (iii) information that is readily assertainable to the public; and (iii) information that is readily assertainable to the public; and (iii) information that is readily assertainable; astate that informa
							Gutierrez,			the woner otherwise has a right to disclose as a protected disclosure
							Jodeh, Lindsay, Lontine, Sirota, Weissman, Woodrow,			
							Garnett, Herod; also SENATOR(S)			
United States	olorado	Senate Bill 23-172	Stand alone	Passert	limities the enforceability of confidential non-ficing agreement evented in genome to consider of function	August 7th 2023	Bridges, Hansen, Rodriguez. Governor Polis	locluded	https://eg	24-24-07 Woodisclosure agreements, requirements for
					Limiting the enforceability of confidential non-disclosure agreements executed in response to complaints of "unfair" or "discriminatory" employment practices;				https://leg. colorado. gov/sites/defau thfiles/2023a 1	24.4-407, Monditulcioum agreements - requirements for inforcement - possible for monocompliance. THE NONDOCL OSUBE PROVISION EXPRESSLY STATES THAT IT DOES NOT RESTRAIN THE EMPLOYEE OR PROSPECTURE EMPLOYEE FROM SOCIESCANN THE UNRELYING ACTS TO ANY ALLEGED DISCHMINATORY OR
United States	Connecticut	Senate Bill 697		Dead	sexual harassment in the workplace	Introduced 2019			72_signed.pdf https://legiscan.	UNFAIR EMPLOYMENT PRACTICE.
									h/SB00697/201 2	
United States	iederal	HR 8227 Speak Out Act	Stand alone	Passed	Bans pre-hiring NDA on sexual harassment	Introduced July 13 2022	Rep Lois Frankel		https://www. congress	
									congress/house	
United States	iederal	H.R.300. Settlement Agreement Database Act of 2023	Standalone	Passed in House. Awaiting to pass in	This bill requires executive agencies to submit information regarding settlement agreements to a public database.	Introduced 11 January 2023, Passed House 24	Rep. Gary J Palmer		s=1&r=60 https://www. congress.	Spacifically, an agency must submit information regarding any settlement agreement (including a consent decree) entered into by the agency related to an alleged violation of fideral law. If an agency determines that information regarding an agreement must remain confidential to protect the public interest, the agency must publich an explanation of why the information is confidential.
				Senate		January 2023			eov/bill/118th- congress/house -bill/300	
United States	ławali	Act 17 *Note amendment below	Stand alone	Passed		2020			See link below.	
United States	lawaii	Act 228 (Previously Bill HB 2495)	Amendment to Act 17	Passed		Passed July 12 2022			for updated version https://www.	
									https://www. capitol.hawaii. pov/sessions/se crice/2022/bilk/	
									HB2495_SD1_ odf	
United States	llinois	Senate Bill 75, Workplace Transparency Act (WTA)		Passed	 Ban NDAs in economies development deals 2. Pre-dispute ban, post dispute ban in cases of discrimination, harassment, retaliation 	Jun-19			https://www. iga. eov/legislation/	
									101/58/101005 80075enr.htm	
United States	ouisiana	Act No 35 (Previously House Bill 197), Prohibits certain non disclosure agreements in settlements involving the payment of public funds	Stand alone	Passed	Those who receive payment with public funds	Passed August 1 2019	Representative Franklin Foil	No	http://www. legis.la. gov/legis/ViewD	
									ocument.aspx? d=1124465	

is Employment" Dial problems an employer from requiring an employer, intern or applicant for employment to entri rito a contact or applicant for employment to entri rito a co											
Name Name <th< td=""><td>United States</td><td>Maine</td><td>Legislative Document (L.D.) 965, "An Act Concerning Non Disclosure Agreements in Employment"</td><td>Stand alone</td><td>Passed</td><td>This bill prohibits an employer from requiring an employee, intern or applicant for employment to enter into a contract or ag</td><td>Aug 8 2022</td><td>Representative Harnett</td><td>No</td><td>https: //legislature.</td><td></td></th<>	United States	Maine	Legislative Document (L.D.) 965, "An Act Concerning Non Disclosure Agreements in Employment"	Stand alone	Passed	This bill prohibits an employer from requiring an employee, intern or applicant for employment to enter into a contract or ag	Aug 8 2022	Representative Harnett	No	https: //legislature.	
No. No. <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>Gardiner</td> <td></td> <td>maine. eov/legis/bills/g</td> <td></td>								Gardiner		maine. eov/legis/bills/g	
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No. No. </td <td>United States</td> <td>Maryland</td> <td>H. R. 8146 Accountability for Workplace Misconduct Act,</td> <td>Stand alone</td> <td>Introduced June 2022</td> <td>NDA unenforceable if it relates to disclosing information under existing protections (list in Act) to federal state or</td> <td>Introduced June 17</td> <td>Rep. Maloney,</td> <td>-</td> <td>https://www.</td> <td></td>	United States	Maryland	H. R. 8146 Accountability for Workplace Misconduct Act,	Stand alone	Introduced June 2022	NDA unenforceable if it relates to disclosing information under existing protections (list in Act) to federal state or	Introduced June 17	Rep. Maloney,	-	https://www.	
No. No. </td <td></td> <td></td> <td></td> <td></td> <td></td> <td>legal sources</td> <td>2022</td> <td>Carolyn</td> <td></td> <td>congress. eov/bil/117th-</td> <td></td>						legal sources	2022	Carolyn		congress. eov/bil/117th-	
Max M										congress/house	
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Image: Solution of the section of the sectin of the section of the section of the section of the section of t	United States	Massachusetts	Bill S1020 (and other amendments)	Series of amendments	Passed	Prohibits the use of NDAs in cases involving sexual assault, harassment, and discrimination in both the public and private sectors		Diana DiZoglio, Alyson M.		https: //bostonbar.	
No.								Sullivan and Mike Connolly		org/journal/stat	
A A								mille controlly		nondisclosure-	
Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name										ndas-in-	
Name Name Name Name Name Name Name Name Name Name Name Name Name N	United States	Nevada	Assembly Bill 60	Amendment to Chapter 50 Nevada Revised Statutes	Passed	Criminal conduct, sexual harassment, discrimination (multiple heads) and retaliation. All civil and workplace contexts	Effective May 21, 2021			https://www.	
Name Name Name Name Name Name Name Name Name Name Name Name Name N										leg state ny. us/App/NELIS/R	
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No. N	United States	New Jersey	Senate Bill 121	Stand alone	Passed	Discrimination, retaliation, or harassment in the workplace	Passed March 18 2019		<u> </u>	https://pub.	
NM NM <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>Weinberg</td><td></td><td>pov/bills/2018/</td><td></td></td<>								Weinberg		pov/bills/2018/	
Image: Single	United States	New Mexico	House Bill 21 PROHIBIT ND& FOR SEXUAL HARASSMENT CASES	Stand Alone	Passed	An art relating to employment law nowifing that nonriscrincips agreements in sexual barassment or sexual assault	Passed March 4 2020	Davan	-	PL19/39_PDF https://www	
Image: Single	Onited States	New MEXCO		adarta Politik		cases are unenforceable.	Effective for	Hochman-Vigil		nmlegis.	
No. N							into after May 20 2020.			Legislation?	
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No. No. <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>21&year-20</td> <td></td>										21&year-20	
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No. No. <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>com/NM/bil/H 821/2020</td> <td></td>										com/NM/bil/H 821/2020	
No. No. <td>United States</td> <td>New York</td> <td>Senate Bill S8914- The Stop Silencing Survivors Act</td> <td>Amendment to §5-336, Gen Ob L</td> <td>Current Committee:</td> <td>Applies to all labor law and human rights violations in the workplace. Applies to contracts of hire that include pre-</td> <td>First Reading April 28</td> <td>Alessandra</td> <td>Included</td> <td>https://www.</td> <td>The bill would bar employers from using non-disclosure agreements or non-disparagement clauses in a waiver, settlement, agreement or similar resolutions. The agreements can still include language that would</td>	United States	New York	Senate Bill S8914- The Stop Silencing Survivors Act	Amendment to §5-336, Gen Ob L	Current Committee:	Applies to all labor law and human rights violations in the workplace. Applies to contracts of hire that include pre-	First Reading April 28	Alessandra	Included	https://www.	The bill would bar employers from using non-disclosure agreements or non-disparagement clauses in a waiver, settlement, agreement or similar resolutions. The agreements can still include language that would
ANNU Res ANNU Res Res <th< td=""><td></td><td></td><td></td><td></td><td>Senate Judiciary</td><td>emptive NDAs for future complaints</td><td>2022</td><td>Biaggi</td><td></td><td>nysenate. eov/legislation/</td><td>bar employers from revealing the identities of employees or the circumstances surrounding the complaint in order to preserve privacy for victims.</td></th<>					Senate Judiciary	emptive NDAs for future complaints	2022	Biaggi		nysenate. eov/legislation/	bar employers from revealing the identities of employees or the circumstances surrounding the complaint in order to preserve privacy for victims.
Image: And a										bilk/2021/5891 4	
Image: And a	United States	Dregon	Senate Bill 1586 Relating to unlawful employment practices.	Amending ORS 243.319, ORS 243.323, ORS 659A.370 and ORS 659A.375.	Passed	Workplace sexual assault and discrimination, including off-premises between employer and employee. New 2022	June 9 2022	Senator Taylor	Included	https://olis.	Permits NDAs and non-disparagement in specified areas on request of victim and not as a condition of a settlement
Mode						amendments extend to agreements with past employees (see also special notes)	Effective Date January 1 2023			oregoniegislatur 8.	
Mode										pov/liz/2022R1/ Downloads/Ma	
Mode										asureDocument	
Image: Section of Section Sectin Section Section Section Section Section Section Sectio	United States	Pennsylvania	Senate Bill 392- "An Act amending Title 42 (Judiciary and Judicial Procedure) of	Amendment	Referred to judiciary		Introduced March 11,	Senator		https://www.	• Effective for contracts and provisions that were made on or after amendment came into effect. However, if party was a minor at the time of the agreement and the agreement was before the amendment
No. No. No. No. No. No. No. No. No. No. No. No. <t< td=""><td></td><td></td><td>the Pennsylvania Consolidated Statutes, in particular rights and immunities, providing for contracts and agreements for nondisclosure of certain information."</td><td></td><td>March 11, 2021</td><td></td><td>2021</td><td>Schwank</td><td></td><td>legis.state.pa. us/cfdocs/billinf</td><td>came into effect, the section may be vidiable. • NOA exemitted if voluntarity browth by individual who would start civil claim for harassment.</td></t<>			the Pennsylvania Consolidated Statutes, in particular rights and immunities, providing for contracts and agreements for nondisclosure of certain information."		March 11, 2021		2021	Schwank		legis.state.pa. us/cfdocs/billinf	came into effect, the section may be vidiable. • NOA exemitted if voluntarity browth by individual who would start civil claim for harassment.
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Image:										d+0&body-S&ty	- operation is a masse under the region to show a we are something.
Image:	United States	Rhode Island	Senate Bill 2023-50342	Amended	Passed	The Rhode Island legislature recently moved two bills forward that would limit employers' use of restrictive	Passed 16th February	Senators	Included in	http:	EXPLANATION
Image:						covenants with employees, that would prohibit the use of nondisclosure or non-disparagement agreements reparting civil rights abuses. This art would prohibit an employee from requiring an employee to ever the a	2023	DiMario, Euer, Murray Gu	section 12345	//webserver.	
Image:						regerang chilingins adulas. Initial would promote an employer nom requiring an employee to execute a nondiciosure agreement or non-disparagement agreement, regarding alleged violations of civil rights or criminal		Valcerde, Lauria,	under fair	gov/BillText/Bill	
Image:						conduct, as a condition of employment.		LaMountain,	practices.	ext23/50342aa	RELATING TO LABOR AND LABOR RELATIONS - FAIR EMPLOYMENT INACTILES
Math								Lawson		odf	1 This act would prohibit an employer from requiring an employee to execute a nondisclosure agreement or non-odisparagement regregation galeged violations of civil
Math											rights or criminal conduct, s.s.a condition of employment. It would also add the definition of "confidential" to the fair employment practices statute.
No. A Learning and the learnin and the learning and the learning and the learning and	United Change of	(a	Tele Neuropean Character ANT Construction Providence Net MC & ANTh	A different famour des sea	Derver d	The formation that all another and a second second barries of the second barries at the solution of the second					This act would take effect upon passage.
No. A Learning and the learnin and the learning and the learning and the learning and	United States	vermont	Title 21: Labor. Chapter 005:Employment Wactices.21 V.S.A. 495h	Adation/Amendment	Passed	The law requires that all employers ensure a workplace free of sexual harassment. In addition to employees, this protection now applies to other types of workers such as volunteers, interns, and independent contractors, thanks	July 2018	1		//legislature.	
No. A Learning and the learnin and the learning and the learning and the learning and						to the addition of 21 VS.A.§495h[a](2): "All persons who engage a person to perform work or services have an obligation to ensure a working relationship with that person that is free from sexual harassment.				vermont. gov/statutes/se	
Image: Section											
Image: Section	United States	Virginia	An Act to amend the Code of Virginia by adding a section numbered 40.1-28.01	A BILL to amend and reenact § 8.01-577 of the Code of Virginia, relating to arbitration aereements: unconscionable and unenforceable provisions: sexual	Passed	Makes NDAs in pre-disputes NDAs in cases of sexual assault unenforceable	Introduced January 1 2019	Karrie K. Delanev		https://lis. virginia.gov/cgi-	A. No employer shall nequire an employee or a prospective employee to execute or nerve any provision in a nondificiosure or confidentiality agreement that has the purpose or effect of concealing the details relating to a diamond sexual assault pursuant to 4 \$18.245, 18.245, 78.245,
No. N				harassment and sexual assault. Amended by adding a section numbered 40.1-			Passed February 22			bin/lego604	8. This section shall in no way limit other grounds that exist at law or in equity for the unenforceability of any such agreement or any provision of such agreement.
No. N				20.02			Effective July 1 2019			191+ful+CHAPO	
Image: Section										HAP0131	
Image: Section	United States	Virginia	House Bill 1895	Stand alone	Passed	Amends the Virginia Code Va.Code 30-128.4 to expand restrictions on employment agreements that include confidentiality or non-disparaeement provisions related to sexual assault and sexual harassment	1 July 2023	Governor Glen Youngkin		https://www. employmentiaw	On March 6th 2023,the Governor signed House Bill 1895 which expands the coverage of the law to include claims of sexual harscentet as defined in Va. Code § 30-129.4, furwelcome sexual advances, requests for sexual harscen, and other verbal or physical conduct of a sexual native to conduct explicitly directs and indived/as methodement.
Image: Section										watch	performance, or creates an intimidating, hostile, or offensive work environment"), and also (2) prohibits non-disparagement agreements that have the purpose or effect of concealing details related to a claim of envirol nor view or second honcrements.
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Image: Section	United States	Washington		Stand alone	Passed	Discrimination, harassment, retaliation, wage and hour violations, sexual assault at work	March 24 2022	Rep Liz Berry,	Included	https://app.leg.	Includes wage and hour violations and retaliation. Exception for settlement amount. Retroactivity applies only to workplace agreements and allows recovery of damages awarded for breach. Washington's
No. Best 1950 No. Best 1950<								Kaiser		pov/billsummar	eminancine mean and a set of the
No. Best 1950 No. Best 1950<										<u>y2</u> BillNumber=179	Unlike laws in California and New York that also restrict use of NDAs by employers, the Washington law goes a step further by barring confidentiality clauses in workplace settlements related to illegal acts, even.
Low And part of the state of the stat			House Bill 1795							S&Initiative=fals e&Year=2021	Erequisted by an employee. https://www.law360.com/articles/1476428/one-by-one-states-are-banning-ndis-to-protect-workers
Low And part of the state of the stat											
Display Specific Spe			ux Higher Education (Freedom of Speech)			and mined Royal Arrent this way which prohibits the use of NDAs in cases of revual		Gavin		https://www.	
Display Specific Spe	United			Charles I and	faul shares	misconduct, harassment, bullying and discrimination between students, staff and visiting	Received royal assent	Nadhim Zahawi		uklukoga/2023/	
Note Support Participant Support Partipant Support Partipant Support	United			ouano aroné	inal stages	Aprama a reas will be a condition of an ingular education registration from 2024.	on May 11 2023	can Howe		https://www.sra.	Solicitors Regulation Authority: On use of NDA's. Warning Notice
Attributic Your	Kingdom									org uk/solicitors/gui	
Attributic Your										danceinon- disclosure-	
a A			Solicitors Regulation Authority warning notice on use of NDA's							odas/	
a A	Australia	victoria								https://www. lexology.	in a country trist, the victorian Government has accepted in principle, the recommendation made by the Ministerial Taskforce on Workplace Sexual Harassment (the Taskforce), restricting the use of a NDAs in workplace sexual harassment matters. [8]
Image: A state in the stat										Lasox?	The taxware recommenced and when considering and charting legislation, the victorian sovernment should use Ireland's Employment Equality (Amendment) (Non-Disclosure Agreements) Bill 2021 (the EE Bill) as the model for reform (3)
Image: A state in the stat										000-416b-	In encoded, one coc on we provide employees and specified persons (including medical professionals, mental health professionals and the employee's friends and family). Further, such an NDA will not apply in relation to communications between the employee and specified persons (including medical professionals, mental health professionals and the employee's friends and family). Further, such an NDA will only be determined in the employee and specified persons (including medical professionals, mental health professionals and the employee's friends and family). Further, such an NDA will only be determined in the employee and specified persons (including medical professionals, mental health professionals and the employee's friends and family).
Image: A state in the stat										92:802:4510f	enrorcease e contain cristella are me, including that. The employer has offered the employee independent written legal advice provided at the employer's expense;
Image: A state in the stat											The new over now works way when the future hearth or sately of a third party of the public interest; and the NDA includes an opportunity for the relevant employee to decide to waive their own confidentially in the future. The EE Bit more than the preference provide the decide to expendence the behavior decide.
Image: A state in the stat											The Taskforce recommended that the Victorian legislation draw from the EE Bill. Accepting this recommendation in principle, the Victorian government noted the complexity of NDAs and the significant work invited before any includive amendments are made. If accepting this recommendation in principle, the Victorian government noted the complexity of NDAs and the significant work invited before any includive amendments are made. If accepting this recommendation in principle, the Victorian diamons in Automation and the significant work invited before any includive amendments are made. If accepting this recommendation in principle, the Victorian diamons in Automation and the significant work and the significant work and the significant and the significant and the significant work and the significant work and the significant and the significant and the significant and the significant work and the significant work and the significant are used as a significant and the significant and the significant and the significant and the significant and the significant are significant and the significant and the significant and the significant and the significant and the significant are significant and the significant and the significant and the significant significant and the significant and the significant are significant and the significant and the significant and the significant significant and the significant are significant and the significant and
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NOTE: We expect this document to require many edits and updates as the nature of legislation on the missize of INDAe segands in both parameters and location	In Australia while t	there is no set timeline	for implementing NDA reform, the Task Force on Sexual Harassment has recommended to	I that the government consider adopting the Irish legislation and the government has commit	ted to consult and conside	r this, accepting the idea "in principle"		<u> </u>	<u> </u>		
		NOT	E: We expect this document to require many edits and updates as the nature of le	gislation on the misuse of NDAs expands in both parameters and location							