

INSIGHTS

Not Just a Hashtag: Legislation Created by #MeToo

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On November 5, 2019, Bracewell attorneys Amy Karff Halevy and Becky Baker discussed the ways in which sexual harassment and discrimination laws are dramatically changing at the state and local level in the wake of the #MeToo movement. The webinar focused on certain aspects of these new laws which may ultimately shape the legal landscape for sexual harassment and discrimination claims for years to come. We took a look at the following concepts:

- Changes in the "severe and pervasive" standard necessary to demonstrate sexual harassment in the workplace
- The chipping away of the "Faragher-Ellerth defense" to sexual harassment claims
- Extensions of the statute of limitations for filing sexual harassment claims
- Limitations regarding the use and extent of confidentiality provisions in separation and other agreements
- Prohibitions against employer mandates to arbitrate sexual harassment and discrimination claims
- Laws restricting the request for or disclosure of employee compensation information in an effort to combat gender based pay discrimination