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ACLU OF RI POSITION: SUPPORT

TESTIMONY IN SUPPORT OF 21-S 2124, ACTS RELATING TO FAIR EMPLOYMENT PRACTICES March 1, 2022

The ACLU of Rhode Island wishes to express its strong support for this bill, which would achieve a considerable improvement in the law addressing discrimination in employment.

This legislation would amend the RI Fair Employment Practices Act to prohibit an employer from requiring as a condition of employment that the individual enter a non-disclosure or non-disparagement agreement. The ACLU of RI supports this prohibition, as it represents an important step in addressing attempts by employers to stifle the rights of victims of discrimination to speak out about misconduct in the workplace.

Too often the mandatory use of these agreements has shielded employers from scrutiny for widespread practices of harassment or discrimination. These agreements should be rejected as a matter of public policy. Because this legislation does just that, the ACLU of RI urges passage.