



# 132nd MAINE LEGISLATURE

## FIRST SPECIAL SESSION-2025

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Legislative Document

No. 1554

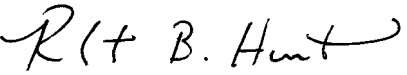
H.P. 1012

House of Representatives, April 10, 2025

### **An Act to Require Sexual Harassment Prevention Training for Restaurant Employees**

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Reference to the Committee on Labor suggested and ordered printed.

  
ROBERT B. HUNT  
Clerk

Presented by Representative SATO of Gorham.  
Cosponsored by Senator DUSON of Cumberland and  
Representatives: BECK of South Portland, CLOUTIER of Lewiston, SALISBURY of  
Westbrook, SAYRE of Kennebunk, STOVER of Boothbay, SUPICA of Bangor, Senators:  
BENNETT of Oxford, President DAUGHTRY of Cumberland.

**Be it enacted by the People of the State of Maine as follows:**

**Sec. 1. 22 MRSA §2504** is enacted to read:

**§2504. Required sexual harassment prevention training for restaurant employees**

**1. Required sexual harassment prevention training for restaurant employees.**

Every employee of a restaurant is required to receive training approved by the department regarding sexual harassment prevention. The restaurant shall complete a compliance checklist under Title 26, section 807, subsection 4. For purposes of this section, "restaurant" has the same meaning as in Title 28-A, section 2, subsection 15, paragraph Q and "sexual harassment" has the same meaning as in Title 14, section 6000, subsection 2-A.

**2. Violation.** If a restaurant is not in compliance with this section upon the expiration of the restaurant's license under section 2492, the restaurant has 45 days after expiration to comply with subsection 1. Upon expiration of that 45 days, if the restaurant is not in compliance with subsection 1, in addition to any other sanction under section 2498, the department shall deny the renewal of the restaurant's license under Title 22, section 2495.

## SUMMARY

This bill requires every restaurant employee to receive sexual harassment prevention training. If the restaurant is not in compliance upon license expiration, the restaurant has 45 days to come into compliance or the Department of Health and Human Services is required to deny the renewal of the restaurant's license.