

TEXAS LAW

Texas SB 45 Operating Adjustments

When to use: You are aligning your policies and practice with the 2021 Texas amendments.

CONFIRM COVERAGE

- ☐ **1 Confirm you are covered.**
In Texas, one or more employees triggers sexual-harassment liability.
- ☐ **2 Recognize that supervisors and managers face potential personal liability.**
SB 45 opened the door to individual liability, with Texas courts still defining its outer limits.

UPDATE POLICY & STANDARD

- ☐ **3 Update the anti-harassment policy to the 'immediate and appropriate corrective action' standard.**
- ☐ **4 Add multi-channel reporting that bypasses an employee's own supervisor.**
- ☐ **5 Extend anti-retaliation language and complaint procedures.**

TRAIN & EQUIP

- ☐ **6 Train supervisors on the new standard and their personal exposure.**
- ☐ **7 Stand up or confirm a neutral, timestamped reporting channel.**
So an 'immediate' response is possible and provable.

DOCUMENT & RETAIN

- ☐ **8 Get signed policy acknowledgments from all employees.**
- ☐ **9 Retain training rosters, hotline logs, and investigation files.**
The filing window for sexual-harassment complaints is 300 days.
- ☐ **10 Set a periodic counsel review.**
Texas case law interpreting SB 45 is still developing.