

SCC NO. 1620

**AN ORDINANCE OF THE SACRAMENTO COUNTY CODE RELATING TO
HOTEL WORKER PROTECTION**

The Board of Supervisors of the County of Sacramento, State of California,
ordains as follows:

SECTION 1. Chapter 4.75, Sections 4.75.001 through 4.75.004, is added to Title
4 of the Sacramento County Code to read as follows:

4.75.001 Hotel Worker Protection Act.

This chapter shall be known as the Hotel Worker Protection Act.

4.75.002 Definitions.

“Employee(s)” means a natural person who works full or part time at a hotel for wages or salary or remuneration of any type.

“Guest room” means any room made available by a hotel for overnight occupancy by guests.

“Hotel” means any hotel with twenty-five (25) or more guest rooms subject to licensure by the County of Sacramento.

“Panic button” means a portable emergency contact device that is designed so that an employee can quickly or easily activate such button or device to summon to the employee’s location prompt assistance by hotel staff that are able to provide immediate aid and assistance such as a hotel security officer or manager.

“Sexual harassment” means any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature.

4.75.003 Hotel Panic Button.

Every hotel licensee shall equip each employee who is assigned to work in a guest room or restroom with a panic button or notification device. Panic buttons and notification devices shall be provided by the hotel licensee at no cost to the employee.

4.75.004 Sexual Harassment Policy.

A. Every hotel licensee shall develop, maintain and comply with a written sexual harassment policy to protect employees against sexual assault and sexual harassment by guests. Such policy shall encourage employees to immediately report to the hotel licensee instances of alleged sexual assault and sexual harassment by guests, and shall describe the procedures that the complaining employee and hotel licensee shall follow in such cases.

B. Every hotel licensee shall provide all employees with a current copy in English and Spanish of the sexual harassment policy, and post such policy in conspicuous areas in the hotel, such as supply rooms or employee break rooms, where employees can reasonably be expected to see it.

SECTION 2. This ordinance was introduced and the title thereof read at the regular meeting of the Board of Supervisors on **February 6, 2018**, and on **February 27, 2018**, further reading was waived by the unanimous vote of the Supervisors present.

This ordinance shall take effect and be in full force on and after thirty (30) days from the date of its passage, and before the expiration of fifteen (15) days from the date of its passage it shall be published once with the names of the members of the Board of Supervisors voting for and against the same, said publication to be made in a newspaper of general circulation published in the County of Sacramento.

On a motion by Supervisor **Nottoli**, seconded by Supervisor **Peters**, the foregoing ordinance was passed and adopted by the Board of Supervisors of the County of Sacramento, State of California, this 27th day of February 2018, by the following vote:

AYES: Supervisors, Frost, Kennedy, Nottoli, Serna, Peters

NOES: None

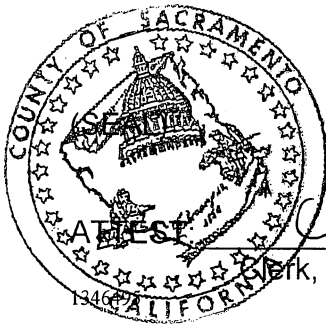
ABSENT: None

ABSTAIN: None

RECUSAL: None
(PER POLITICAL REFORM ACT (§ 18702.5.))

Suzann Pitts

Chair of the Board of Supervisors
of Sacramento County, California



Florinda Garmy
Clerk, Board of Supervisors

In accordance with Section 25103 of the Government Code of the State of California a copy of the document has been delivered to the Chair of the Board of Supervisors, County of Sacramento on 2-27-18

By *Renee White*
Deputy Clerk, Board of Supervisors

FILED
BOARD OF SUPERVISORS

FEB 27 2018

Florinda Garmy
Clerk of the Board