

The Sacramento County Hotel Worker Protection Act Of 2018

Frequently Asked Questions

1. What is the Hotel Protection Act?

The proposed Ordinance requires Sacramento County hotels and motels operators to provide employees with a panic button or notification device which can be used to call for help if the employee reasonably believes that there is sexual harassment activity occurring in the employee's presence.

2. Why was the Hotel Protection Act passed?

It was passed as a way to safeguard Sacramento County hotel and motel employees by providing them with a panic button or other notification device that can be used to deter unwanted sexual harassment.

3. Who does this ordinance apply to?

This ordinance applies to hotels or motels with 25 or more rooms, located in the unincorporated area of the Sacramento County.

4. What is a Hotel Panic Button?

"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.

5. Who must provide the "Panic Buttons"?

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.

6. What is the "Sexual Harassment Policy"?

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.

7. When does the ordinance go into effect?

The ordinance was passed on February 27, 2018 by the Board of Supervisors. As a result, the ordinance will be effective on March 29, 2018. However, the county will provide a 60 day grace period for businesses to comply with the ordinance after it goes into effect. Enforcement will occur through business license renewals as well as on-site visits.

For more information, please contact:

Desirae Fox
Assistant Planner
(916) 875-3035
Foxde@Saccounty.Net