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Helen Holden Advises Businesses About the Speak Out Act in Phoenix Business Journal

Spencer Fane attorney Helen Holden recently authored an article for the *Phoenix Business Journal* that discussed the Speak Out Act, a bill signed into law by President Biden in December 2022.

The Speak Out Act declares that nondisclosure and nondisparagement clauses in employment contracts are unenforceable with respect to sexual assault and harassment claims. In her piece, My View: Know What the Federal Speak Out Act Means for Your Business, Helen explains the new law's impact and offers advice to employers who utilize such contracts.

"Employers should review all agreements with employees or former employees to ensure compliance with the Speak Out Act and the related Ending Forced Arbitration of Sexual Harassment and Sexual Assault Act," Helen said.

At Spencer Fane, Helen helps businesses understand how successfully navigating the alphabet soup of federal and state employment laws can positively impact company culture. She brings over 20 years of experience to her focus on management-side employment law, which is evident in the practical advice and training she provides to management on human resource issues. Helen's clients include companies in diverse industry sectors, including construction, real estate, manufacturing, technology, health care, distribution, and the retail and service sectors.

Read the full article here. Please note, a subscription may be required.