

ONE HUNDRED NINTH LEGISLATURE

SECOND SESSION

LEGISLATIVE RESOLUTION 282

Introduced by Executive Board Committee: Hansen, 16, Chairperson; Arch, 14; Ballard, 21; Bostar, 29; Dorn, 30; Fredrickson, 20; Ibach, 44; McKinney, 11.

WHEREAS, on September 3rd, 2025, a Special Personnel Panel was formed to address a formal complaint of workplace harassment against the Senator from District 41, Senator Dan McKeon, including the hiring of outside counsel to conduct an investigation into the complaint, in accordance with the Nebraska Legislature's Workplace Harassment Policy; and

WHEREAS, the investigation found that the Senator from District 41, Senator Dan McKeon, made an inappropriate sexual remark to a female staff member at a work-related party, in violation of the Nebraska Legislature's Workplace Harassment Policy, which defines sexual harassment to include sexually oriented jokes, stories, or discussions; and

WHEREAS, the investigation found that the Senator from District 41, Senator Dan McKeon, inappropriately touched a female staff member at a work-related party, violating the Nebraska Legislature's Workplace Harassment Policy, which defines sexual harassment to include intentionally brushing up against a person; and

WHEREAS, following a staff member's complaint of sexual harassment, the Senator from District 41, Senator Dan McKeon, violated the directive of the Executive Board of the Legislative Council to have no further contact with the complainant by attending staff events on the evening the directive was issued; and

WHEREAS, on or about August 7th, 2025, the Senator from District 41, Senator Dan McKeon, engaged in retaliatory conduct in violation of the Nebraska Legislature's Workplace Harassment Policy on retaliation by texting a colleague and insinuating that the complainant was "difficult to work with"; and

WHEREAS, the Senator from District 41, Senator Dan McKeon, has created the

perception of a hostile workplace not suitable for fulfilling the constitutional duties of the Legislature, as evidenced by staff from other senators expressing fear of being in the same hallway or having offices near his, thereby disrupting the collaborative environment essential to legislative operations; and

WHEREAS, the Senator from District 41, Senator Dan McKeon, has made public statements at various county-level political party events minimizing his actions, claiming "nothing happened," that it is "not a big deal," and attributing scrutiny to others being "out to get him," which further demonstrates a lack of accountability and remorse; and

WHEREAS, the Senator from District 41, Senator Dan McKeon, has indicated an intention to continue engaging in behavior that violates the Legislature's established policies, including an official statement that he "might still occasionally have a bad joke slip out"; and that those who would take offense to such flippant behavior are "eggshells" who "should avoid me, not engage in the conversation"; and

WHEREAS, the Senator from District 41, Senator Dan McKeon, is alleged to have engaged in inappropriate conduct during his first week in office, including making jokes involving the sexual function of a male in the presence of two female staffers, which although not formalized as a complaint, demonstrated an early pattern of behavior violating the Nebraska Legislature's workplace policies on harassment and decorum; and

WHEREAS, there are additional confidential complaints pending before the Executive Board alleging that the Senator from District 41, Senator Dan McKeon, has used unprofessional and inappropriate language to describe colleagues, as well as individuals of other races, in a manner unbecoming of a member of the Nebraska Legislature; and

WHEREAS, the formal investigation and the aforementioned additional examples indicate that the Senator from District 41, Senator Dan McKeon, has engaged in a pattern of improper behavior and lack of accountability that is unbecoming of a member of the Nebraska Legislature; and

WHEREAS, the conduct of the Senator from District 41, Senator Dan McKeon, has brought the Legislature into disrespect and disrepute and has shaken the confidence of fellow members of the Legislature that the Senator from District 41 would be able to refrain from continued activity that is contrary to senatorial traditions of decorum and from actions that are in violation of the Nebraska Legislature's established policies; and

WHEREAS, the Executive Board met on Saturday, December 13th, 2025, and unanimously recommended that the Senator from District 41, Senator Dan McKeon, be expelled from the Nebraska Legislature for a pattern of improper behavior and lack of accountability that is unbecoming of a member of the Nebraska Legislature.

NOW, THEREFORE, BE IT RESOLVED BY THE MEMBERS OF THE ONE HUNDRED NINTH LEGISLATURE OF NEBRASKA, SECOND SESSION:

1. That the Senator from the 41st Legislative District, Senator Dan McKeon, is hereby expelled from the Nebraska Legislature for a pattern of improper behavior and lack of accountability for said behavior, pursuant to Article III, section 10, of the Constitution of Nebraska and Rule 2, section 6, of the Rules of the Nebraska Unicameral Legislature, which require a two-thirds vote of all members elected for expulsion of a member of the Legislature.

2. That a copy of this resolution be transmitted to the Governor, Jim Pillen, for purposes of filling the vacancy hereby created in the 41st Legislative District.