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# SENATE CONCURRENT RESOLUTION

URGING HAWAII EMPLOYERS TO DEVELOP AND IMPLEMENT STANDARDS OF  
CONDUCT AND POLICIES FOR MANAGERS AND EMPLOYEES TO REDUCE  
WORKPLACE BULLYING AND PROMOTE HEALTHFUL AND SAFE WORK  
ENVIRONMENTS.

1 WHEREAS, healthy and productive employees are the  
2 cornerstones of successful businesses and a prosperous economy;  
3 and  
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5 WHEREAS, unfortunately, many employees are subjected to  
6 unhealthy, abusive work environments where workplace bullying,  
7 abuse, and harassment are prevalent occurrences, independent of  
8 membership in a protected group; and  
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10 WHEREAS, as a result, these employees may experience  
11 physical and psychological harm, which negatively impacts job  
12 performance and job safety, often manifesting in injuries and  
13 illnesses; and  
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15 WHEREAS, the National Institute for Occupational Safety and  
16 Health recognizes general harassment, including workplace  
17 bullying, as a form of workplace violence; and  
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19 WHEREAS, the National Institute for Occupational Safety and  
20 Health has defined workplace bullying as the repeated  
21 intimidation, slandering, social isolation, or humiliation by  
22 one or more persons against another; and  
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24 WHEREAS, Congress has found that employee injuries and  
25 illnesses that arise out of work situations impose a substantial  
26 burden on businesses and that these injuries and illnesses can  
27 be reduced through the establishment and enforcement of minimum  
28 health and safety standards; and  
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30 WHEREAS, accordingly, the Hawaii occupational safety and  
31 health law ensures safe and healthful working conditions for all  
32 employees throughout the State; and



1 WHEREAS, in addition to the current protections under the  
2 law, employees need protection from the repeated health-  
3 impairing mistreatment of one person by another in order to  
4 promote safe and healthful work environments; now, therefore,  
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6 BE IT RESOLVED by the Senate of the Twenty-third  
7 Legislature of the State of Hawaii, Regular Session of 2006, the  
8 House of Representatives concurring, that all employers in  
9 Hawaii are urged to develop and implement standards of conduct  
10 and policies for managers and employees to reduce workplace  
11 bullying and to promote healthful and safe work environments;  
12 and  
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14 BE IT FURTHER RESOLVED that Hawaii employers are encouraged  
15 to refer to the following internet websites, among other  
16 resources, to obtain information to assist them in developing  
17 and implementing standards of conduct and policies for their  
18 managers and employees regarding workplace bullying:  
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- 20 (1) The Workplace Bullying & Trauma Institute at  
21 [www.bullyinginstitute.org](http://www.bullyinginstitute.org);
- 22
- 23 (2) Bully Busters at [www.bullybusters.org](http://www.bullybusters.org); and  
24
- 25 (3) The Crime Prevention and Justice Assistance Division  
26 of the Department of the Attorney General at  
27 [www.cpja.ag.state.hi.us/workplaceviolence](http://www.cpja.ag.state.hi.us/workplaceviolence); and  
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29 BE IT FURTHER RESOLVED all Hawaii employers who develop and  
30 implement standards of conduct and policies for the reduction of  
31 workplace bullying are requested to report such to the  
32 Department of Labor and Industrial Relations; and  
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34 BE IT FURTHER RESOLVED the Department of Labor and  
35 Industrial Relations is requested to submit to the Legislature a  
36 report on the Hawaii employers that have developed and  
37 implemented policies for reducing workplace bullying no later  
38 than twenty days prior to the convening of the Regular Session  
39 of 2007; and  
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41 BE IT FURTHER RESOLVED that certified copies of this  
42 Concurrent Resolution be transmitted to the Governor; the  
43 Lieutenant Governor; the President of the Senate; the Speaker of  
44 the House of Representatives; the Chief Justice of the Supreme



1 Court; the Director of Labor and Industrial Relations, who in  
2 turn is requested to transmit copies to all other public sector  
3 employers; the Director of Human Resources Development; the  
4 Mayor and Chairperson of the Council of each county; the  
5 President of the Chamber of Commerce of Hawaii and its  
6 affiliated Chambers; the Chair of the Board of Directors for the  
7 Retail Merchants of Hawaii; the President of the Society for  
8 Human Resource Management; the President of the Hawaii Bankers  
9 Association; the Director of the National Federation of  
10 Independent Business-Hawaii; the President of the Hawaii  
11 Business League; the President of Small Business Hawaii; the  
12 President of the Hawaii Hotel Association; the President of the  
13 Maui Hotel Association; and the President of the Hawaii Business  
14 Roundtable.

