

MAR 15 2006

SENATE 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
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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,
8 that all employers in Hawaii are urged to develop and implement
9 standards of conduct and policies for managers and employees to
10 reduce workplace bullying and to promote healthful and safe work
11 environments; and
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13 BE IT FURTHER RESOLVED that certified copies of this
14 Resolution be transmitted to the Governor; the Lieutenant
15 Governor; the President of the Senate; the Speaker of the House
16 of Representatives; the Chief Justice of the Supreme Court; the
17 Director of Labor and Industrial Relations, who in turn is
18 requested to transmit copies to all other public sector
19 employers; the Director of Human Resources Development; the
20 Mayor and Chairperson of the Council of each county; the
21 President of the Chamber of Commerce of Hawaii and its
22 affiliated Chambers; the Chair of the Board of Directors for the
23 Retail Merchants of Hawaii; the President of the Society for
24 Human Resource Management; the President of the Hawaii Bankers
25 Association; the Director of the National Federation of
26 Independent Business-Hawaii; the President of the Hawaii
27 Business League; the President of Small Business Hawaii; the
28 President of the Hawaii Hotel Association; the President of the
29 Maui Hotel Association; and the President of the Hawaii Business
30 Roundtable.
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