

MAR 10 2010

SENATE RESOLUTION

URGING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO ADOPT
RULES TO PROHIBIT ABUSIVE WORK ENVIRONMENTS.

1 WHEREAS, healthy and productive employees are the
2 cornerstone 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, workplace bullying has been defined by the
20 National Institute for Occupational Safety and Health as the
21 repeated intimidation, slandering, social isolation, or
22 humiliation by one or more persons against another; and
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24 WHEREAS, the United States Congress has found that employee
25 injuries and illness that arise out of work situations impose a
26 substantial burden on businesses and that these injuries and
27 illnesses can be reduced through the establishment and
28 enforcement of minimum 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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34 WHEREAS, in addition to the current protections under the
35 law, employees need protection from the repeated health-



1 impairing mistreatment of one person by another to promote safe
2 and healthy work environments; now, therefore,
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4 BE IT RESOLVED by the Senate of the Twenty-fifth
5 Legislature of the State of Hawaii, Regular Session of 2010,
6 that the Department of Labor and Industrial Relations is urged
7 to adopt rules to prohibit abusive work environments; and
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9 BE IT FURTHER RESOLVED that the Department of Labor and
10 Industrial Relations is urged to develop and disseminate, at no
11 cost to employers, information on abusive work environments and
12 the legal consequences that employees or employers encounter if
13 they contribute to the creation or perpetuation of abusive work
14 environments; and
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16 BE IT FURTHER RESOLVED that a certified copy of this
17 Resolution be transmitted to the Director of Labor and
18 Industrial Relations.
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OFFERED BY: Will Egan

