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# HOUSE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO COLLECT STATEWIDE DATA ON WORKPLACE VIOLENCE, REPORT TO THE LEGISLATURE, AND RECOMMEND STATEWIDE WORKPLACE VIOLENCE POLICIES.

1 WHEREAS, abusive work environments can have serious health  
2 effects on targeted employees, including stress, anxiety, loss  
3 of sleep, depression, hypertension, and other stress-related  
4 illnesses and disorders; and

5  
6 WHEREAS, such environments also have adverse consequences  
7 for employers, in the form of reduced employee productivity, low  
8 morale, and higher turnover and absentee rates; and

9  
10 WHEREAS, other states have already codified policies to  
11 both prevent and properly address incidents of workplace  
12 violence; and

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14 WHEREAS, state agencies in Hawaii have varying policies for  
15 handling workplace violence incidents; and

16  
17 WHEREAS, creating a uniform statewide policy will provide  
18 improved protection to state employees from abusive work  
19 environments and ensure consistency when addressing and  
20 remedying workplace violence incidents; now, therefore,

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22 BE IT RESOLVED by the House of Representatives of the  
23 Twenty-ninth Legislature of the State of Hawaii, Regular Session  
24 of 2017, the Senate concurring, that the Department of Human  
25 Resources Development is requested to:

26  
27 (1) Collect the following information:  
28



- 1 (A) All state department and agency policies related
- 2 to workplace violence complaints and
- 3 investigations; and
- 4
- 5 (B) Statewide data and reports of workplace violence
- 6 incidents; and
- 7
- 8 (2) Develop procedures to:
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- 10 (A) Enable state agencies and employees to report
- 11 incidents of workplace violence to the Department
- 12 of Human Resources Development; and
- 13
- 14 (B) Ensure the confidentiality of information
- 15 obtained about an incident or complaint of
- 16 workplace violence, including identifying
- 17 information about any individuals involved; and
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19 BE IT FURTHER RESOLVED that the Department of Human  
20 Resources Development is requested to submit a report of its  
21 findings and recommendations, including any proposed  
22 legislation, to the Legislature no later than twenty days prior  
23 to the convening of the Regular Session of 2018; and  
24

25 BE IT FURTHER RESOLVED that, in its report to the  
26 Legislature, the Department of Human Resources Development is  
27 requested to:

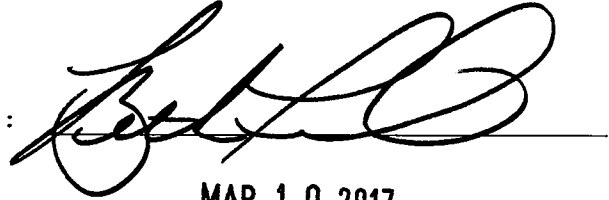
- 28
- 29 (1) Summarize the workplace violence incidents occurring
- 30 during the previous fiscal year and recommend
- 31 corrective actions to deter the reoccurrence of such
- 32 incidents; and
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- 34 (2) Recommend language for a statewide workplace violence
- 35 policy or amendments, as necessary, to the existing
- 36 statewide workplace violence policy; and
- 37



# H.C.R. NO. 186

1 BE IT FURTHER RESOLVED that certified copies of this  
2 Concurrent Resolution be transmitted to the Governor and the  
3 Director of Human Resources Development.  
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OFFERED BY:

A handwritten signature in black ink, appearing to be "L. L. B.", written over a horizontal line.

MAR 10 2017

