

STAND. COM. REP. NO.

1684

Honolulu, Hawaii

**MAR 28**, 2025

RE: H.R. No. 96

Honorable Nadine K. Nakamura  
Speaker, House of Representatives  
Thirty-Third State Legislature  
Regular Session of 2025  
State of Hawaii

Madame:

Your Committee on Labor, to which was referred H.R. No. 96  
entitled:

"HOUSE RESOLUTION REQUESTING THE STATE OF HAWAII TO REQUIRE  
THAT ANY INDIVIDUAL OR GROUP THAT ADMINISTERS THE MANDATORY  
HARASSMENT AND DISCRIMINATION TRAINING TO EMPLOYEES  
DEMONSTRATE ADEQUATE COMPETENCY IN LGBTQ+ (LESBIAN, GAY,  
BISEXUAL, TRANSGENDER, QUEER, AND MORE IDENTITIES) IDENTITY  
AND CULTURALLY SPECIFIC GENDER IDENTITY RELEVANT TO HAWAI'I,"

begs leave to report as follows:

The purpose of this measure is to request the State of Hawaii  
to require that any individual or group that administers the  
mandatory harassment and discrimination training to employees  
demonstrate adequate competency in LGBTQ+ (Lesbian, Gay, Bisexual,  
Transgender, Queer, and more identities) identity and culturally  
specific gender identity relevant to Hawaii.

Your Committee received testimony in support of this measure  
from the Hawaii State LGBTQ+ Commission; Pride at Work Hawaii; and  
two individuals. Your Committee received comments on this measure  
from the Hawaii Civil Rights Commission.

Your Committee finds that existing training programs for  
state employees across various agencies would benefit from greater  
consistency in their understanding of LGBTQ+ identities and  
culturally specific gender identities, such as māhū, and could be


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enhanced by incorporating best practices for fostering effective and respectful dialogue with colleagues, managers, directors, constituents, clients, and customers from diverse communities, including the LGBTQ+ community. Your Committee believes this measure will improve training programs provided to Hawaii's workforce to better reflect the diversity and cultural contexts within the LGBTQ+ community.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee concurs with the intent and purpose of H.R. No. 96 and recommends that it be referred to your Committee on Judiciary & Hawaiian Affairs.

Respectfully submitted on  
behalf of the members of the  
Committee on Labor,

  
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JACKSON D. SZYAMA, Chair



