WHEREAS, healthy and productive employees are the cornerstone of successful businesses and a prosperous economy; and

WHEREAS, unfortunately, many employees are subjected to unhealthy, abusive work environments where workplace bullying, abuse, and harassment are prevalent occurrences, independent of membership in a protected group; and

WHEREAS, as a result, these employees may experience physical and psychological harm, which negatively impacts job performance and job safety, often manifesting in injuries and illnesses; and

WHEREAS, the National Institute for Occupational Safety and Health recognizes general harassment, including workplace bullying, as a form of workplace violence; and

WHEREAS, workplace bullying has been defined by the National Institute for Occupational Safety and Health as the repeated intimidation, slandering, social isolation, or humiliation by one or more persons against another; and

WHEREAS, the United States Congress has found that employee injuries and illness that arise out of work situations impose a substantial burden on businesses and that these injuries and illnesses can be reduced through the establishment and enforcement of minimum health and safety standards; and

WHEREAS, accordingly, the Hawaii occupational safety and health law ensures safe and healthful working conditions for all employees throughout the State; and

WHEREAS, in addition to the current protections under the law, employees need protection from the repeated health-
impairing mistreatment of one person by another to promote safe
and healthy work environments; now, therefore,

BE IT RESOLVED by the House of Representatives of the
Twenty-fifth Legislature of the State of Hawaii, Regular Session
of 2010, that the Department of Labor and Industrial Relations
is urged to adopt rules to prohibit abusive work environments;
and

BE IT FURTHER RESOLVED that the Department of Labor and
Industrial Relations is urged to develop and disseminate, at no
cost to employers, information on abusive work environments and
the legal consequences that employees or employers encounter if
they contribute to the creation or perpetuation of abusive work
environments; and

BE IT FURTHER RESOLVED that a certified copy of this
Resolution be transmitted to the Director of Labor and
Industrial Relations.

OFFERED BY:

[Signatures]

MAR 10 2010