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# A BILL FOR AN ACT

RELATING TO EMPLOYMENT.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. Chapter 378, Hawaii Revised Statutes, is  
2 amended by adding a new section to be appropriately designated  
3 and to read as follows:

4           "§378-     Anti-discrimination and harassment procedures.

5           (a) Every employer shall implement policies and procedures that  
6 prohibit and prevent unlawful discriminatory practices in the  
7 workplace, in accordance with section 378-2. These policies and  
8 procedures shall, at minimum, include the following:

9           (1) Annual training;

10          (2) Educational materials that outline the consequences  
11          for specific violations, which shall be commensurate  
12          with the severity of the offense; and

13          (3) A confidential system of reporting that encourages  
14          reporting of violations.

15          (b) The policies and procedures in subsection (a) shall be  
16 submitted to, reviewed, and approved by the department.



1 SECTION 2. This Act does not affect rights and duties that  
2 matured, penalties that were incurred, and proceedings that were  
3 begun before its effective date.

4 SECTION 3. New statutory material is underscored.

5 SECTION 4. This Act shall take effect upon its approval.



**Report Title:**

Discriminatory Practices; Employment

**Description:**

Requires employers to implement workplace procedures to prevent unlawful discrimination and harassment in the workplace. (HB684 HD1)

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

