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HOUSE BILL 1968

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State of Washington                      59th Legislature                      2005 Regular Session

By Representatives Linville, Wood, Conway, Hankins, Kenney, McIntire, Pettigrew, McCoy, Sells, Flannigan, Lovick, Morrell, Chase and Moeller

Read first time 02/11/2005. Referred to Committee on Commerce & Labor.

1            AN ACT Relating to workplace bullying; creating new sections; and  
2 making an appropriation.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4            NEW SECTION.    **Sec. 1.** The purpose of this act is to define  
5 workplace bullying, encourage employers to voluntarily enact policies  
6 to eliminate workplace bullying, and conduct further study of the  
7 impacts on society related to workplace bullying.

8            NEW SECTION.    **Sec. 2.** Nothing in this act creates a legal right or  
9 cause of action. Nothing in this act denies or alters any existing  
10 legal right or cause of action.

11           NEW SECTION.    **Sec. 3.** (1) For the purposes of this act, workplace  
12 bullying is conduct that: (a) A reasonable person would find hostile  
13 or offensive and unrelated to an employer's legitimate business  
14 interests; and (b) causes physical or psychological harm to the  
15 employee.

16           (2) Workplace bullying includes but is not limited to:

- 1 (a) Repeated infliction of verbal abuse such as the use of
- 2 derogatory remarks, insults, and epithets;
- 3 (b) Verbal or physical conduct that a reasonable person would find
- 4 threatening, intimidating, or humiliating;
- 5 (c) The gratuitous sabotage or undermining of an employee's work
- 6 performance; and
- 7 (d) A single act of workplace bullying that is especially severe
- 8 and egregious.
- 9 (3) The legislature encourages employers to develop and implement:
- 10 (a) Educational programs designed to address workplace bullying; and
- 11 (b) codes of conduct and internal enforcement processes that
- 12 specifically address workplace bullying.

13 NEW SECTION. **Sec. 4.** The sum of . . . . . dollars, or as much  
14 thereof as may be necessary, is appropriated from the general fund to  
15 the . . . . . for the fiscal year ending June 30, 2006, to carry out  
16 the purposes of this act by conducting a study of workplace bullying,  
17 including but not limited to the incidence, frequency, scope, and  
18 effect of abusive work environments. The . . . . . shall present the  
19 results of the study to the legislature by December 1, 2005.

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