
SUBSTITUTE HOUSE BILL 1968

State of Washington

59th Legislature

2005 Regular Session

By House Committee on Commerce & Labor (originally sponsored by Representatives Linville, Wood, Conway, Hankins, Kenney, McIntire, Pettigrew, McCoy, Sells, Flannigan, Lovick, Morrell, Chase and Moeller)

READ FIRST TIME 03/03/05.

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

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