

HB 2157 -- WORKPLACE HARASSMENT

SPONSOR: Green

This bill specifies that any person who is a victim of workplace harassment and who suffers a significant and medically diagnosed physical or psychological injury or illness as a result of the offender's conduct is entitled to bring a civil cause of to recover the actual damages sustained as a result of the offender's conduct and reasonable fees for attorneys and expert witnesses. In order to bring a civil action, the harassment must have occurred on or after August 28, 2016, and the civil action must be commenced within three years of the last date of the harassment.

In order for a claim for workplace harassment to be successful, the victim and the offender must have the same place of employment, the actions giving rise to the claim must have occurred at the place of employment, and the offender's conduct must meet certain specified criteria.