

HOUSE No. 3578

The Commonwealth of Massachusetts

PRESENTED BY:

Jennifer M. Callahan (BY REQUEST)

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the passage of the accompanying bill:

An Act relative to workplace harrasment.

PETITION OF:

NAME:

Lydia Marcet

DISTRICT/ADDRESS:

17 S. Garden Street
Uxbridge, MA 01569

The Commonwealth of Massachusetts

In the Year Two Thousand and Nine

AN ACT RELATIVE TO WORKPLACE HARRASMENT.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 Chapter 149 of the General Laws is hereby amended by adding the following section:-

2 SECTION 1. Section 189. All employers shall promote a workplace free of emotional harassment and
3 bullying.

4 Every employer shall adopt a policy against emotional harassment and bullying which shall include words
5 and actions including but not limited to shouting, yelling, insults, mocking, silent treatment, verbal threats
6 to one's job and any such word or words which make an individual uncomfortable, intimidated, or fearful
7 of being terminated. The employer shall develop and make known to all employees a process for filing
8 internal complaints and the work addresses and telephone numbers of the person or persons to whom
9 complaints should be made who shall address the matter immediately. Any person accused of breaking
10 such policy shall be made aware of a formal complaint and will be advised of an immediate investigation.
11 If every and any warranted complaint is found to be true a verbal order to cease shall be issued. On a
12 second offense a written order shall be issued and on a third offense the offender shall be terminated. If
13 offending employee is not terminated at such time legal action may be taken by victimized employee, or
14 employees, against the employer.