

Timeline of Workplace Bullying Legislation

Date	Jurisdiction	Legislation	Comments, Backgrounders and Links to Bills
Sept. 21, 1993 in effect	Sweden	Ordinance AFS 1993:17, <i>Victimization at Work</i>	<ul style="list-style-type: none"> • first jurisdiction in the world to enact a workplace bullying law • an ordinance, not a piece of legislation <p>http://www.av.se/dokument/inenglish/legislations/eng9317.pdf</p>
Dec. 22, 1999 introduced	France	Proposition de loi, <i>Relative au harcèlement moral au travail</i>	<ul style="list-style-type: none"> • companion Sénat Proposition de loi 168, <i>Relative au harcèlement moral au travail</i> introduced Dec. 21, 2000 • not given debate time, so parts incorporated into the 2002 bill on social modernization <p>http://www.assemblee-nationale.fr/11/propositions/pion2053.asp http://www.senat.fr/leg/pp100-168.html</p>
Apr. 4, 2000 introduced	Belgium	Proposition de loi, <i>Relative au harcèlement moral par la dégradation délibérée des conditions de travail</i>	<ul style="list-style-type: none"> • died May 23, 2002 upon the passage of a replacement government bills on the same subject <p>http://www.senate.be/www/?Mlval=/publications/viewPub.html&COLL=S&LEG=2&NR=419&VOLGNR=1&LANG=fr</p>
Dec. 3, 2001 introduced	United Kingdom	House of Lords Bill 31, <i>Dignity at Work Bill</i>	<ul style="list-style-type: none"> • died Nov. 18, 2004 in the House of Commons upon the dissolution of the 53rd Parliament <p>see Failure Backgrounder – United Kingdom</p>
Jan. 12, 2002 in effect	France (second attempt)	Proposition de loi, <i>Relatif à la modernisation sociale</i>	<ul style="list-style-type: none"> • harcèlement moral provisions of the bill declared constitutional Jan. 12, 2002 <p>http://legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000000408905</p>
Jun. 11, 2002 in effect	Belgium (second attempt)	Bill 2142, <i>Loi relative à la protection contre la violence et le harcèlement moral ou sexuel au travail</i>	<ul style="list-style-type: none"> • introduced Jan. 9, 2002 to supplant a 2000 private member bill <p>see Success Backgrounder – Belgium</p>
Feb. 21, 2003 introduced	California	Assembly Bill 1582, <i>An act to add Part 12 (commencing with Section 9200) to Division 5 of the Labour Code, relating to employment</i>	<ul style="list-style-type: none"> • first jurisdiction in the U.S. to attempt enacting a workplace bullying law • first American state to attempt a “Healthy Workplace” law (most future attempts in other states closely mirror the original draft introduced in California) • died Feb. 2, 2004 in committee after not being passed by the Assembly by January 31 of the second calendar year of the legislative session

			see Failure Backgrounder – California
May 28, 2003 introduced	South Australia	<i>Occupational Health, Safety and Welfare (SafeWork SA) Amendment Bill, 2003</i>	<ul style="list-style-type: none"> died July 31, 2003 upon lapsing from the House of Assembly Notice Paper with the prorogation of the legislative session http://www.safework.sa.gov.au/uploaded_files/occ171.pdf
Sept. 24, 2003 introduced	Canada	Bill C-451, <i>An act to prevent psychological harassment in the workplace and to amend the Canada Labour Code</i>	<ul style="list-style-type: none"> died May 23, 2004 in the House of Commons upon the dissolution of the 37th Parliament see Failure Backgrounder – Canada
Feb. 2, 2004 introduced	Oklahoma	House Bill 2467, <i>Abusive Work Environment Act</i>	<ul style="list-style-type: none"> died Feb. 18, 2004 in the Committee on Commerce, Industry & Labour upon being voted down http://webserver1.lsb.state.ok.us/2003-04bills/HB/HB2467_int.rtf
Jun. 1, 2004 in effect	Quebec	Projet de loi no. 143, <i>Loi modifiant la Loi sur les norms du travail et d'autres dispositions legislatives</i>	<ul style="list-style-type: none"> first Canadian province to enact a workplace bullying law received royal assent Dec. 19, 2002 see Success Backgrounder – Quebec
Jan. 24, 2005 introduced	Oregon (simultaneous attempt)	House Bill 2410, <i>Relating to workplace bullying</i>	<ul style="list-style-type: none"> died Aug. 5, 2005 in the Subcommittee On Criminal Law and Consumer Affairs after no positive action was taken following the Apr. 19, 2005 public hearing http://www.leg.state.or.us/05reg/asures/hb2400_dir/hb2410_intro.html
Jan. 24, 2005 introduced	Hawaii	House Bill 232, <i>An Act Relating to Employment Practices</i>	<ul style="list-style-type: none"> companion Senate Bill 481 introduced the same day House Bill 232 died Feb. 4, 2005 upon the House Labor and Public Employment Committee voting to hold the bill Senate Bill 481 died in the Senate Labor Committee without being given a public hearing House Bill http://www.capitol.hawaii.gov/session2005/bills/hb232_.htm Senate Bill http://www.capitol.hawaii.gov/session2005/bills/sb481_.htm
Jan. 26, 2005 introduced	Massachusetts	House Petition 3809, <i>An Act Relative to Bullying in the Workplace</i>	<ul style="list-style-type: none"> was prompted by the successful 68% passing of a policy question on the ballot in the 3rd Hampshire District Nov. 2, 2004 instructing the representative to introduce a bill on workplace bullying was accompanied by a study order by the Committee on Labor and Workforce Development Feb. 21, 2006 died in the Committee on Labor and Workforce Development

			ballot initiative http://workplacebullyinglaw.org/states/legis-ma.html bill http://workplacebullyinglaw.org/states/legis-ma2.html
Feb. 22, 2005 introduced	Oregon (simultaneous attempt)	House Bill 2639, <i>Relating to workplace bullying</i>	<ul style="list-style-type: none"> died Aug. 5, 2005 in the Committee on Business, Labor and Consumer Affairs because no public hearing was scheduled http://www.leg.state.or.us/05reg/asures/hb2600.dir/hb2639.intro.html
Aug. 15, 2005 in effect	South Australia (second attempt)	Bill 41, <i>Occupational Health, Safety and Welfare (SafeWork SA) Amendment Act 2005</i>	<ul style="list-style-type: none"> received Royal Assent Jul. 14, 2005 see Success Backgrounder – South Australia
Dec. 6, 2005 introduced	Ontario	Bill 45, <i>Occupational Health and Safety Amendment Act (Harassment) 2005</i>	<ul style="list-style-type: none"> never proceeded past first reading http://www.ontla.on.ca/web/bills/bills_detail.do?locale=en&BillID=449&isCurrent=false&detailPage=bills_detail_the_bill
Jan. 25, 2006 introduced	Hawaii (second attempt)	House Bill 2840, <i>An Act Relating to Occupational Safety and Health</i>	<ul style="list-style-type: none"> similar but not identical companion Senate Bill 3269 introduced the same day House Bill 2840 died in the House Labor and Public Employment Committee and the Judiciary Committee Senate Bill 3269 died in the Senate Labor Committee and the Judiciary and Hawaiian Affairs Committee House Bill http://www.capitol.hawaii.gov/session2006/Bills/HB2840_.htm Senate Bill http://www.capitol.hawaii.gov/session2006/Bills/SB3269_.htm
Jan. 26, 2006 introduced	Missouri	House Bill 1187, <i>Unlawful Employment Practices</i>	<ul style="list-style-type: none"> died in the Committee on Workforce Development and Workplace Safety upon not being scheduled for a hearing before the legislative calendar cut-off date http://www.house.state.mo.us/content.aspx?info=/bills061/biltxt/intro/HB1187I.htm
Mar. 2, 2006 introduced	Kansas	House Bill 2990, <i>Healthy Workplace Act</i>	<ul style="list-style-type: none"> died in the Committee on Federal and State Affairs in part because a fiscal note predicted a significant fiscal effect http://www.kslegislature.org/bills/2006/2990.pdf
Nov. 30, 2006 in effect	Belgium (revision of 2002 law)	Projet de loi, <i>Modifiant plusieurs dispositions relatives au bien-être des travailleurs lors de l'exécution de leur travail dont celles relatives à la protection contre la violence et le harcèlement moral ou sexuel au travail</i>	<ul style="list-style-type: none"> a revision of the Jun. 11, 2002 law introduced Sept. 19, 2006 see Success Backgrounder – Belgium

Oct. 23, 2006 introduced	New Jersey	General Assembly Bill 3590, <i>Healthy Workplace Act</i>	<ul style="list-style-type: none"> died in the Assembly Labor Committee http://www.njleg.state.nj.us/2006/Bills/A4000/3590_11.HTM
Jan. 5, 2007 introduced	Montana	House Bill 213, <i>Healthy Workplace Act</i>	<ul style="list-style-type: none"> died Apr. 27, 2007 in the Committee on Business and Labor after failing to be voted out before the legislative calendar cut-off date on Feb. 28, 2008 http://data.opi.mt.gov/bills/2007/billhtml/HB0213.htm
Jan. 19, 2007 introduced	Hawaii (third attempt, simultaneous attempt)	House Bill 868, <i>An Act Relating to Occupational Safety and Health</i>	<ul style="list-style-type: none"> companion Senate Bill 253 introduced the same day House Bill 868 died Jan. 30, 2007 upon being deferred by the House Labor Committee Senate Bill 253 died in the Senate Judiciary and Labor Committee House Bill http://www.capitol.hawaii.gov/session2007/Bills/HB868_.htm Senate Bill http://www.capitol.hawaii.gov/session2007/Bills/SB253_.htm
Feb. 1, 2007 introduced	Washington	House Bill 2142, <i>Healthy Workplace Act</i>	<ul style="list-style-type: none"> companion Senate Bill 6622, <i>Healthy Workplace Bill</i> introduced Jan. 21, 2008 Senate Bill 6622 died Feb. 8, 2008 in the Senate Committee on Labor, Commerce, and Research & Development upon failing to be voted out before the legislative calendar cut-off date Substitute House Bill 2142 died Feb. 12, 2008 in the House Appropriations Committee upon failing to be voted out before the legislative calendar cut-off date due to a fiscal note see Failure Backgrounder – Washington
Feb. 5, 2007 introduced	Oklahoma (second attempt)	House Bill 1467, <i>Abusive Work Environment Act</i>	<ul style="list-style-type: none"> carried over to the 2008 session after failing to be voted out of the Economic Development and Financial Services Committee before the legislative calendar cut-off date will die upon dissolution of the 2008 session for lack of action by the committee http://webserver1.lsb.state.ok.us/2007-08bills/HB/HB1467_int.rtf
Feb. 13, 2007 introduced	Oregon (second attempt)	Senate Bill 1035, <i>Relating to workplace bullying</i>	<ul style="list-style-type: none"> died Jun. 28, 2005 in the Senate Rules Committee http://www.leg.state.or.us/07reg/asures/sb1000.dir/sb1035.intro.html
Apr. 25, 2007 introduced	New York	Assembly Bill 7801A, <i>An act to amend the labor law, in relation to the prevention of abusive conduct in the workplace</i>	<ul style="list-style-type: none"> withdrawn on Feb. 14, 2008 to allow the creation of a new bill A10291 (see below) http://assembly.state.ny.us/leg/?bn=A07801&sh=t

Mar. 5, 2007 introduced	Texas	House Bill 2517, <i>An Act Relating to Damages for Certain Harassment by an Employer</i>	<ul style="list-style-type: none"> died in committee <p>http://www.capitol.state.tx.us/tlodocs/80R/billtext/html/HB02517I.HTM</p>
May 9, 2007 introduced	Vermont	House Bill 548, <i>Provide Legal Redress for Targets of Workplace Bullying</i>	<ul style="list-style-type: none"> companion Senate Bill 6622, <i>Prohibiting Bullying in the Workplace</i> introduced Jan. 8, 2008 Senate Bill 6622 died Mar. 14, 2008 in the Senate Committee on Economic Development, Housing & General Affairs upon failing to be voted out before the legislative calendar cut-off date House Bill 548 died Mar. 14, 2008 in the House Committee on General, Housing & Military Affairs upon failing to be voted out before the legislative calendar cut-off date <p>House Bill http://www.leg.state.vt.us/docs/legdoc.cfm?URL=/docs/2008/bills/intro/H-548.HTM Senate Bill http://www.leg.state.vt.us/docs/legdoc.cfm?URL=/docs/2008/bills/intro/S-312.HTM</p>
Apr. 26, 2007 signed	European Union	<i>Framework Agreement on Harassment and Violence at Work</i>	<ul style="list-style-type: none"> a framework agreement, not a piece of legislation framework sets guidelines for the enactment of legislation by member states and sets a target date for members to comply by Apr. 2010 <p>http://ec.europa.eu/employment_social/news/2007/apr/harassment_violence_at_work_en.pdf</p>
Oct. 1, 2007 in effect	Saskatchewan	Bill 66, <i>The Occupational Health and Safety (Harassment Prevention) Amendment Act, 2007</i>	<ul style="list-style-type: none"> received royal assent May 17, 2007 <p>see Success Backgrounder – Saskatchewan</p>
Dec. 13, 2007 attempt ongoing	Ontario (second attempt)	Bill 29, <i>Occupational Health and Safety Amendment Act (Harassment and Violence) 2007</i>	<ul style="list-style-type: none"> currently awaiting a second reading <p>http://www.ontla.on.ca/web/bills/bills_detail.do?locale=en&BillID=1938&detailPage=bills_detail_the_bill</p>
Feb. 13, 2008 introduced	Connecticut	Senate Bill 60, <i>An Act Concerning Bullying in the Workplace</i>	<ul style="list-style-type: none"> died Feb. 26, 2008 upon being withdrawn prior to vote by the Joint Committee on Labor and Public Employees <p>http://www.cga.ct.gov/2008/TOB/S/2008SB-00060-R00-SB.htm</p>
Mar. 17, 2008 attempt ongoing	New York (second attempt)	Assembly Bill 10291, <i>An Act to amend the labor law, in relation to establishing a private cause</i>	<ul style="list-style-type: none"> currently being considered by the Assembly Committee on Labor

		<i>of action for an abusive work environment</i>	http://assembly.state.ny.us/leg/?bn=A10291&sh=t
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