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MEMORANDUM

To: Chairman Barker
Members of the House Committee on Federal and State Affairs

From: Jason B. Long, Senior Assistant Revisor

Date: February 16, 2017

Subject: HB 2200 – Prohibiting workplace bullying in state agencies.

House Bill No. 2200 (HB 2200) prohibits abusive workplace environments in state agencies and requires agencies to adopt policies to prohibit workplace bullying. Sample policies are to be prepared by the Department of Administration working in cooperation with the Department of Labor. Such policies are to provide a mechanism for reporting and correcting workplace bullying, protections for individuals who report bullying, a discipline policy for repeat offenders, and annual reporting.

HB 2200 provides several definitions for defining abusive workplace environment and workplace bullying. "Abusive workplace environment" means an employment condition where an employee is subject to abusive conduct causing physical or psychological harm, or both. Physical and psychological harm are both defined in the bill as well.

"Bullying" includes physically or emotionally harming the employee, damaging the employee's property, causing reasonable fear of harm or damage to property, cyberbullying, or other form of intimidation or harassment prohibited by policy.

If enacted the provisions of HB 2200 would be effective on July 1, 2017.