

**HOUSE . . . . . No. 3578**

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**The Commonwealth of Massachusetts**

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**In the Year Two Thousand Nine**  
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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  
3 harassment and bullying.

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

- 14 terminated. If offending employee is not terminated at such time legal action may be taken by
- 15 victimized employee, or employees, against the employer.