
A BILL FOR AN ACT

RELATING TO PUBLIC SAFETY.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The purpose of this Act is to allow employers
2 to obtain temporary restraining orders and injunctions to
3 protect against harassment of employees or invitees at the
4 employer's premises and worksites, with certain exceptions.

5 SECTION 2. Section 604-10.5, Hawaii Revised Statutes, is
6 amended to read as follows:

7 "**§604-10.5 Power to enjoin and temporarily restrain**
8 **harassment.** (a) For the purposes of this section:

9 "Course of conduct" means a pattern of conduct composed of
10 a series of acts over any period of time evidencing a continuity
11 of purpose.

12 "Employee" means an individual who is required or directed
13 to perform labor or other services or to go to work or be at any
14 place of employment at any time for compensation or any
15 volunteer, other noncompensated person, or independent
16 contractor who performs services for an employer at the
17 employer's premises or worksite.



1 "Employer" means a sole proprietor or any type of business
2 organization; agency or instrumentality of the United States,
3 the State, or any of its political subdivisions; trust or estate
4 whether domestic or foreign, for-profit or not-for-profit;
5 debtor in possession or receiver or trustee in bankruptcy; or
6 the legal representative of any person, for whom labor or
7 services are performed regularly by one or more employees.

8 "Harassment" means:

9 (1) Physical harm, bodily injury, assault, or the threat
10 of imminent physical harm, bodily injury, or assault;

11 or

12 (2) An intentional or knowing course of conduct directed
13 at an individual that seriously alarms or disturbs
14 consistently or continually bothers the individual and
15 serves no legitimate purpose; provided that such
16 course of conduct would cause a reasonable person to
17 suffer emotional distress.

18 "Invitee" means an individual who enters an employer's
19 premises or worksite as a result of an express or implied
20 invitation of the employer for their mutual gain or benefit.



1 (b) The district courts shall have the power to enjoin,
2 prohibit, or temporarily restrain harassment.

3 (c) Any person who has been subjected to harassment may
4 petition the district court of the district in which the
5 petitioner resides for a temporary restraining order and an
6 injunction from further harassment.

7 (d) Any employer whose employee or invitee has been
8 subjected to harassment at the employer's premises or worksite,
9 or harassment that can reasonably be foreseen to recur at a
10 premises or worksite, may petition the district court of the
11 district in which the premises or worksite is situated for a
12 temporary restraining order and an injunction from further
13 harassment at the premises or worksite; provided that no
14 injunction shall be issued in derogation of chapter 380.

15 To the extent feasible, the employer shall consult the
16 employee or invitee who was subject to the harassment prior to
17 petitioning for a temporary restraining order and an injunction
18 from further harassment; provided that an employee who is a
19 subject of harassment and who is unwilling to participate in
20 this process shall not face disciplinary action from the
21 employer based on the employee's level of participation or



1 cooperation with the process; provided further that an employee
2 organization that represents employees of the employer shall be
3 allowed to intervene in a proceeding under this section.

4 This subsection shall not apply to the department of labor
5 and industrial relations or any of its employees with
6 investigatory duties and responsibilities.

7 ~~[(d)]~~ (e) A petition for relief from harassment shall be
8 in writing and shall allege that a past act or acts of
9 harassment may have occurred or that ~~[threats of harassment make~~
10 ~~it probable that]~~ an act or acts of harassment may be
11 imminent~~[+]~~, and shall be accompanied by an affidavit made under
12 oath or statement made under penalty of perjury stating the
13 specific facts and circumstances for which relief is sought.

14 (f) A petition by an employer shall specify that acts or
15 threats of harassment, or both, were or are likely to be carried
16 out at the employer's premises or worksite.

17 ~~[(e)]~~ (g) Upon petition to a district court under this
18 section, the court may allow a petition, complaint, motion, or
19 other document to be filed identifying the petitioner as "jane
20 doe" or "john doe"; provided that the court finds that the "jane
21 doe" or "john doe" filing is reasonably necessary to protect the



1 privacy of the petitioner and will not unduly prejudice the
2 prosecution or the defense of the action.

3 In considering a petition requesting a "jane doe" or "john
4 doe" filing, the court shall weigh the petitioner's interest in
5 privacy against the public interest in disclosure.

6 The court, only after finding clear and convincing evidence
7 that would make public inspection inconsistent with the purpose
8 of this section, may seal from the public all documents or
9 portions of documents, including all subsequently filed
10 documents, that would identify the petitioner or contain
11 sufficient information from which the petitioner's identity
12 could be discerned or inferred. Access to identifying
13 information may be permitted to law enforcement or other
14 authorized authority, in the course of conducting official
15 business, to effectuate service, enforcement, or prosecution, or
16 as ordered by the courts.

17 [~~f~~] (h) Upon petition to a district court under this
18 section, the court may temporarily restrain the person or
19 persons named in the petition from harassing the petitioner or
20 the person who is the subject of threats or harassment upon a
21 determination that there is probable cause to believe that a



1 past act or acts of harassment have occurred or that [~~a threat~~
2 ~~or threats~~] an act or acts of harassment may be imminent. The
3 court may issue an ex parte temporary restraining order either
4 in writing or orally; provided that oral orders shall be reduced
5 to writing by the close of the next court day following oral
6 issuance.

7 [~~g~~] (i) A temporary restraining order that is granted
8 under this section shall remain in effect at the discretion of
9 the court for a period not to exceed ninety days from the date
10 the order is granted. A hearing on the petition to enjoin
11 harassment shall be held within fifteen days after the temporary
12 restraining order is granted. If service of the temporary
13 restraining order has not been effected before the date of the
14 hearing on the petition to enjoin, the court may set a new date
15 for the hearing; provided that the new date shall not exceed
16 ninety days from the date the temporary restraining order was
17 granted.

18 The parties named in the petition may file or give oral
19 responses explaining, excusing, justifying, or denying the
20 alleged act or acts of harassment. The court shall receive all
21 evidence that is relevant at the hearing and may make



1 independent inquiry. If the respondent is a current employee of
2 the petitioner, the court shall receive evidence concerning the
3 respondent's work hours and physical proximity to the employee
4 who is the subject of harassment to determine the terms of the
5 restraining or injunction order.

6 If the court finds by clear and convincing evidence that
7 [harassment] :

8 (1) Harassment as defined in paragraph (1) of that
9 definition exists, it may enjoin for no more than
10 three years further harassment of the petitioner~~[7]~~ or
11 [that harassment] the person who is the subject of
12 threats or harassment; or

13 (2) Harassment as defined in paragraph (2) of that
14 definition exists, it shall enjoin for no more than
15 three years further harassment of the petitioner~~[7]~~ or
16 the person who is the subject of threats or
17 harassment; provided that this paragraph shall not
18 prohibit the court from issuing other injunctions
19 against the named parties even if the time to which
20 the injunction applies exceeds a total of three years.



1 Any order issued under this section shall be served upon
2 the respondent. For the purposes of this section, "served"
3 ~~[shall mean]~~ means actual personal service, service by certified
4 mail, or proof that the respondent was present at the hearing at
5 which the court orally issued the injunction.

6 Where service of a restraining order or injunction has been
7 made or where the respondent is deemed to have received notice
8 of a restraining order or injunction ~~[order]~~, any knowing or
9 intentional violation of the restraining order or injunction
10 ~~[order]~~ shall subject the respondent to the provisions in
11 subsection ~~[(i)]~~ (k).

12 Any order issued shall be transmitted to the chief of
13 police of the county in which the order is issued by way of
14 regular mail, facsimile transmission, or other similar means of
15 transmission.

16 ~~[(h)]~~ (j) The court may grant the prevailing party in an
17 action brought under this section costs and fees, including
18 reasonable attorney's fees.

19 ~~[(i)]~~ (k) A knowing or intentional violation of a
20 restraining order or injunction issued pursuant to this section
21 is a misdemeanor. The court shall sentence a violator to



1 appropriate counseling and shall sentence a person convicted
2 under this section as follows:

3 (1) For a violation of an injunction or restraining order
4 that occurs after a conviction for a violation of the
5 same injunction or restraining order, the person shall
6 be sentenced to a mandatory minimum jail sentence of
7 not less than forty-eight hours; and

8 (2) For any subsequent violation that occurs after a
9 second conviction for violation of the same injunction
10 or restraining order, the person shall be sentenced to
11 a mandatory minimum jail sentence of not less than
12 thirty days.

13 The court may suspend any jail sentence, except for the
14 mandatory sentences under paragraphs (1) and (2), upon
15 appropriate conditions, such as that the defendant remain
16 alcohol- and drug-free, conviction-free, or complete court-
17 ordered assessments or counseling. The court may suspend the
18 mandatory sentences under paragraphs (1) and (2) where the
19 violation of the injunction or restraining order does not
20 involve violence or the threat of violence. Nothing in this
21 section shall be construed as limiting the discretion of the



1 judge to impose additional sanctions authorized in sentencing
2 for a misdemeanor offense.

3 ~~[(j)]~~ (1) Nothing in this section shall be construed to
4 prohibit constitutionally protected activity.

5 (m) Nothing in this section shall be construed as:

- 6 (1) Creating, expanding, diminishing, altering, or
7 modifying the duty, if any, of an employer to provide
8 a safe workplace for employees;
- 9 (2) Limiting any other rights or remedies available to an
10 employer or employee under existing law, including but
11 not limited to the seeking of injunctive relief
12 through methods other than the procedures set forth in
13 this section;
- 14 (3) Affecting or in any way limiting the exclusivity
15 provision in chapter 386; or
- 16 (4) Limiting the rights of employees to organize pursuant
17 to article XIII, sections 1 and 2, of the state
18 constitution or sections 377-4 and 380-2.

19 (n) No civil liability shall attach or be imposed upon any
20 employer for:

21 (1) Initiating a proceeding under this section; or



1 (2) Conducting an investigation of any alleged act or
2 threat of violence or harassment in the workplace for
3 purposes of determining the feasibility of or
4 initiating a proceeding under this section.

5 (o) An employer or an employer's agent who acts in
6 accordance with this section shall be presumed to be acting in
7 good faith and, unless lack of good faith is shown by clear and
8 convincing evidence, shall be immune from civil liability for
9 actions taken under this chapter. No employer or agent of an
10 employer who fails to use the procedures authorized by this
11 section shall be liable for negligence nor shall evidence of a
12 failure to use those procedures be admissible as evidence of
13 negligence.

14 (p) No civil liability shall attach or be imposed upon any
15 employee or witness for:

16 (1) Participating in an employer's investigation for
17 purposes of initiating a proceeding under this
18 section; provided that this immunity shall not apply
19 to an action taken with malicious intent or any
20 statement made with knowledge of its falsity; or



1 (2) Presenting statements or evidence in a judicial
2 proceeding under this section."

3 SECTION 3. This Act does not affect rights and duties that
4 matured, penalties that were incurred, and proceedings that were
5 begun before its effective date.

6 SECTION 4. Statutory material to be repealed is bracketed
7 and stricken. New statutory material is underscored.

8 SECTION 5. This Act shall take effect on January 1, 2050.



Report Title:

Public Safety; Workplace Violence; Restraining Orders

Description:

Allows an employer to seek a temporary restraining order and injunction against further harassment of an employee or invitee who may be harassed at the employer's premises or worksite, provided that the provisions do not apply to the Department of Labor and Industrial Relations or any of its employees with investigatory duties and responsibilities. (HB2200 HD1)

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