

1 "Harassment" means unwelcome conduct based on protected
2 characteristics including sex, race, national origin, or sexual
3 orientation, that creates a hostile, intimidating, or offensive
4 working environment.

5 "Hospitality employer" means a person or entity licensed in
6 the State to operate a hotel or similar lodging.

7 "Hospitality worker" means a person employed by a
8 hospitality employer to:

- 9 (1) Clean guest rooms or restrooms;
- 10 (2) Deliver meals to private rooms; or
- 11 (3) Perform maintenance or front desk operations.

12 "Panic button" means a portable emergency communication
13 device that allows a hospitality worker to immediately summon
14 on-site assistance if the worker reasonably believes they are in
15 danger.

16 "Retaliation" means any adverse employment action taken
17 against an employee for reporting harassment, utilizing a panic
18 button, or participating in an investigation or proceeding under
19 this chapter.

20 § -2 **Employer responsibilities.** Each hospitality
21 employer shall:



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- 1 (1) Adopt a written policy prohibiting the harassment of
2 hospitality workers. The policy shall:
- 3 (A) Include procedures for a hospitality worker to
4 report incidents of harassment or retaliation;
- 5 (B) Require a prompt and thorough investigation of
6 any reported incidents; and
- 7 (C) Ensure confidentiality, to the extent permitted
8 by law, for persons involved in complaints or
9 investigations;
- 10 (2) Provide mandatory annual training for all hospitality
11 workers, including managers and supervisors, on:
- 12 (A) Recognizing, preventing, and addressing
13 harassment in the workplace; and
- 14 (B) The proper use and limitations of the panic
15 button provided under paragraph (3);
- 16 (3) Supply a panic button to each hospitality worker who
17 works in guest rooms, restrooms, or other isolated
18 conditions. The panic button shall be portable and
19 shall:



- 1 (A) Immediately summon assistance from a security
- 2 guard, another worker, or a supervising employer;
- 3 and
- 4 (B) Be designed to function effectively in the
- 5 worker's physical environment;
- 6 (4) Provide hospitality workers with a list of resources,
- 7 including contact information for:
- 8 (A) The department of labor and industrial relations;
- 9 (B) The equal employment opportunity commission; and
- 10 (C) Local advocacy groups specializing in harassment
- 11 prevention and victim support; and
- 12 (5) Display, in a conspicuous and accessible location, a
- 13 notice summarizing the rights and protections provided
- 14 under this chapter and providing information about how
- 15 to report a violation.

16 § -3 **Retaliation prohibited.** (a) No hospitality
17 employer shall retaliate against a hospitality worker who:

- 18 (1) Reports, in good faith, any incident of harassment or
- 19 retaliation;
- 20 (2) Uses a panic button or other safety device as provided
- 21 under this chapter;



- 1 (3) Participates in an investigation, hearing, or other
2 proceeding related to harassment or retaliation; or
- 3 (4) Refuses to perform work in an area where the
4 hospitality worker reasonably believes there is a risk
5 to the worker's safety due to harassment or other
6 threats.
- 7 (b) Retaliation prohibited under this chapter includes:
- 8 (1) Terminating or suspending the person's employment;
9 (2) Providing a negative performance evaluation;
10 (3) Transferring the person to a less desirable position
11 or work location; or
- 12 (4) Taking any other adverse employment action that would
13 discourage a reasonable person from engaging in
14 activities that are protected under this chapter.
- 15 (c) A hospitality worker who is subjected to retaliation
16 in violation of this chapter may:
- 17 (1) File a complaint with the department of labor and
18 industrial relations; and
- 19 (2) Seek any remedies available under section -5,
20 including reinstatement, back pay, and compensatory
21 damages.



- 1 (d) The department of labor and industrial relations
2 shall:
- 3 (1) Establish procedures for receiving and investigating
4 complaints of retaliation or other violations of this
5 chapter;
- 6 (2) Develop and distribute guidance for hospitality
7 employers including best practices for complying with
8 this chapter;
- 9 (3) Conduct random and targeted audits of hospitality
10 employers to ensure compliance; and
- 11 (4) Publish on the department's website an annual report
12 on the department's enforcement activities under this
13 chapter, including the number and types of complaints
14 received, resolutions achieved, and penalties imposed.

15 § -4 **Complaints.** (a) A complaint alleging retaliation
16 or a violation of this chapter may be filed by:

- 17 (1) An affected hospitality worker or the worker's
18 authorized representative; or
- 19 (2) A third party having knowledge of a violation.



1 (b) Any person aggrieved by a decision of the department
2 of labor and industrial relations pursuant to this chapter may
3 seek judicial review pursuant to chapter 91.

4 § -5 **Penalties.** If a hospitality employer violates this
5 chapter, the department of labor may:

6 (1) Impose civil fines of not less than \$500 and not more
7 than \$5,000 per violation, with repeat offenses
8 subject to fines of up to \$10,000 per violation;

9 (2) Require the reinstatement of a hospitality worker,
10 payment of back wages, or order other equitable
11 remedies; or

12 (3) Revoke or suspend the hospitality employer's business
13 license if the employer commits egregious or repeated
14 violations."

15 SECTION 3. The department of labor and industrial
16 relations shall adopt rules pursuant to chapter 91, Hawaii
17 Revised Statutes, to effectuate the purposes of this Act,
18 including rules determining penalties and establishing
19 procedures for handling complaints.



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

4 SECTION 5. This Act shall take effect upon its approval;
5 provided that all hospitality employers shall comply with this
6 Act no later than January 1, 2026.

7

INTRODUCED BY: _____

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S.B. NO. 1660

Report Title:

DLIR; Hospitality Employers; Hospitality Workers; Harassment;
Panic Buttons; Training

Description:

Requires employers in the hospitality industry to implement anti-harassment measures, provide training, and equip certain workers with panic buttons. Prohibits retaliation against a hospitality worker who files a complaint, uses the provided panic button, or participates in an investigation or proceeding related to a harassment complaint. Requires the Department of Labor and Industrial Relations to adopt rules, including rules determining penalties and establishing procedures for handling complaints. Requires all hospitality employers to comply no later than 1/1/2026.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

