

STAND. COM. REP. NO. 2221

Honolulu, Hawaii

FEB 12 2026

RE: S.B. No. 3179
S.D. 1

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Sir:

Your Committees on Education and Labor and Technology, to which was referred S.B. No. 3179 entitled:

"A BILL FOR AN ACT RELATING TO THE SAFETY OF EDUCATIONAL WORKERS,"

beg leave to report as follows:

The purpose and intent of this measure is to require the Department of Education and public charter schools to take certain steps to report incidents of harassment and implement procedures for handling harassment of educational workers.

Your Committees received testimony in support of this measure from the Department of Education; State Public Charter School Commission; Hawai'i State Teachers Association; Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO; United Public Workers, AFSCME Local 646, AFL-CIO; and two individuals.

Your Committees received comments on this measure from the Department of the Attorney General.

Your Committees find that since the COVID-19 pandemic, attacks on educational workers have risen, causing many educational workers to consider quitting or transferring due to safety concerns. In addition to driving educators out of the classroom during a teacher shortage, harassment against educational workers creates unsafe school environments that



disrupt student learning. This measure protects educational workers and promotes stability in public education by addressing workplace harassment.

Your Committees acknowledge the concerns raised by the Department of the Attorney General that the scope of the protections established under this measure, including the reasons for harassment, sources of harassment, and legal actions requiring assistance, require greater specificity to clarify the Legislature's intent. Additionally, the Department of Education is in the process of preparing an internal policy for harassment committed by its own employees. Therefore, amendments to the measure are necessary to address these concerns.

Accordingly, your Committees have amended this measure by:

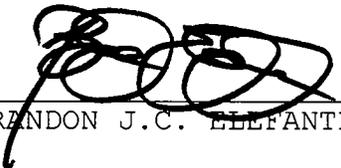
- (1) Inserting language where appropriate, to clarify the protections established in this measure extend to educational workers who believe they are being subject to harassment because of the person's status as an educational worker;
- (2) Clarifying throughout the measure that the established procedures regarding incidents of harassment of an educational worker:
 - (A) Employed by the Department of Education apply to harassment committed by a person not employed by the Department of Education; and
 - (B) Employed by a public charter school apply to harassment committed by a person not employed by a public charter school;
- (3) Specifying that the Department of Education shall only assist educational workers with legal actions to obtain temporary restraining orders that arise from harassment;
- (4) Requiring the Department of Education to include training on how to handle harassment situations and the use of de-escalation techniques in the annual safety training it provides for all employees;



- (5) Specifying that a public charter school shall only assist educational workers with legal actions to obtain temporary restraining orders that arise from harassment; and
- (6) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

As affirmed by the records of votes of the members of your Committees on Education and Labor and Technology that are attached to this report, your Committees are in accord with the intent and purpose of S.B. No. 3179, as amended herein, and recommend that it pass Second Reading in the form attached hereto as S.B. No. 3179, S.D. 1, and be referred to your Committees on Judiciary and Ways and Means.

Respectfully submitted on
behalf of the members of the
Committees on Education and
Labor and Technology,



BRANDON J.C. ELEFANTE, Chair



DONNA MERCADO KIM, Chair



The Senate
Thirty-Third Legislature
State of Hawai'i

Record of Votes
Committee on Labor and Technology
LBT

Bill / Resolution No.:* SB 3179	Committee Referral: EDU/LBT, JDC/WAM	Date: 2-6-26		
<input type="checkbox"/> The Committee is reconsidering its previous decision on this measure. If so, then the previous decision was to: _____				
The Recommendation is: <input type="checkbox"/> Pass, unamended 2312 <input checked="" type="checkbox"/> Pass, with amendments 2311 <input type="checkbox"/> Hold 2310 <input type="checkbox"/> Recommit 2313				
Members	Aye	Aye (WR)	Nay	Excused
ELEFANTE, Brandon J.C. (C)	✓			
LAMOSAO, Rachele (VC)	✓			
IHARA, Jr., Les				✓
MORIWAKI, Sharon Y.	✓			
FEVELLA, Kurt				✓
TOTAL	3	0	0	2
Recommendation: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted				
Chair's or Designee's Signature: 				
Distribution: Original Yellow Pink File with Committee Report Committee Drafting Agency				

*Only one measure per Record of Votes