



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 04/07/2026

**Time:** 02:00 PM

**Location:** 308 VIA VIDEOCONFERENCE

**Committee:** FIN

**Department:** Education

**Person Testifying:** Keith T. Hayashi, Superintendent of Education

**Title of Bill:** SB2567, HD2, RELATING TO PETITIONS TO TEMPORARILY RESTRAIN AND ENJOIN HARASSMENT OF AN EMPLOYEE.

**Purpose of Bill:** Establishes a two-year pilot project to authorize public employers to petition for temporary restraining orders and injunctions against employment-related harassment of certain public employees. Appropriates funds. Sunsets 6/30/2028. Effective 7/1/3000. (HD2)

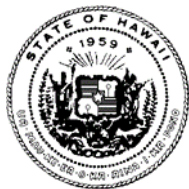
**Department's Position:**

The Hawaii State Department of Education (Department) supports SB 2567, SD 2, HD 2, which expands protections against employment-related harassment. This bill authorizes a public employer to petition the district court for a temporary restraining order and an injunction from further harassment.

SB 2567, SD 2, HD 2 provides a mechanism for the Department to proactively protect its employees from work-related harassment and threats of violence.

Thank you for the opportunity to provide support on SB 2567, SD 2, HD 2.

JOSH GREEN, M.D.  
GOVERNOR  
KE KIA'ĀINA



RYAN I. YAMANE  
DIRECTOR  
KA LUNA HO'OKELE

JOSEPH CAMPOS II  
DEPUTY DIRECTOR  
KA HOPE LUNA HO'OKELE

STATE OF HAWAII  
KA MOKU'ĀINA O HAWAI'I  
**DEPARTMENT OF HUMAN SERVICES**  
KA 'OIHANA MĀLAMA LAWELawe KANAKA  
Office of the Director  
P. O. Box 339  
Honolulu, Hawaii 96809-0339

TRISTA SPEER  
DEPUTY DIRECTOR  
KA HOPE LUNA HO'OKELE

April 6, 2026

TO: Honorable Representative Chris Todd, Chair  
House Committee on Finance

FROM: Ryan I. Yamane, Director

SUBJECT: **SB 2567 SD2 HD2 – RELATING TO PETITIONS TO TEMPORARILY RESTRAIN AND ENJOIN HARASSMENT OF AN EMPLOYEE.**

Hearing: April 7, 2026, 2:00 p.m.  
Conference Room 308 & Via Videoconference, State Capitol

**DEPARTMENT'S POSITION:** The Department of Human Services (DHS) supports this measure and provides comments. DHS defers to the Department of the Attorney General.

The bill allows public employers to secure temporary restraining orders and injunctions against harassment to protect "public servants" against employment-related harassment and threats. In recent years, DHS staff have been harassed, assaulted, threatened, and stalked while in the course of their work. These additional protections will enhance workplace safety and may encourage experienced individuals to seek and remain in leadership roles.

Thank you for the opportunity to provide testimony on this measure.



*The Judiciary, State of Hawai'i*

**Testimony to the Thirty-Third Legislature  
2026 Regular Session**

**House Committee on Finance**  
Representative Chris Todd, Chair  
Representative Jenna Takenouchi, Vice Chair

Tuesday, April 7, 2026, 2:00 PM  
State Capitol  
Conference Room 308 & Videoconference

by:  
Nicholas J. Severson  
Staff Attorney for the Hawai'i Supreme Court

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**Bill No. and Title:** Senate Bill No. 2567, S.D.2, H.D.2, Relating to Petitions to Temporarily Restrain and Enjoin Harassment of an Employee.

**Purpose:** The purpose of this Act is to establish a two-year pilot project to authorize public employers to petition for temporary restraining orders and injunctions against employment-related harassment of certain public employees. Appropriates funds.

**Judiciary's Position:**

The Judiciary strongly supports this bill, which is part of the Judiciary's legislative package, and respectfully requests the Committee pass the measure.

The pressing need for this legislation is demonstrated by the alarming increase in harassment, acts of violence, and threats against public servants. As detailed in the preamble of the measure, multiple studies have shown an increase in harassment, acts of violence, and threats against public officials. A 2021 study by the National League of Cities found that eighty-one per cent of local public officials surveyed said they had experienced harassment, threats, or violence in recent years. In addition to having their safety and well-being threatened, the report found that harassment and violent behavior interrupted local officials' ability to do their jobs and led to the loss of institutional knowledge. This harassment and violent conduct inhibit the ability of public officials to carry out their critical duties and has the effect of driving people away from public service. Threats and attacks against judges are also increasing nationwide.



Senate Bill No. 2567, S.D. 2, H.D.2 Relating to Petitions to Temporarily Restrain and Enjoin Harassment of an Employee.

House Committee on Finance

Tuesday, April 7, 2026

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Current law allows an individual to obtain a temporary restraining order against harassment on their own behalf. This measure would allow public employers to seek district court restraining orders on behalf of all public servants based on public employment related harassment. California enacted a similar law in the 1990s, which has proven effective in protecting public employees from harassment related to their work. Some examples of the effectiveness of these protections are outlined in earlier versions of the bill. They include the Administrative Office of the Courts obtaining a protective order for a judicial official who received death threats from a party in a family court matter, the County of Los Angeles obtaining a restraining order on behalf of five employees who were subjected to stalking and threats of sexual violence by a member of the public, and a state university obtaining a restraining order against a former employee who purchased firearms and made death threats against various employees

These expanded protections have proven to be effective. Allowing a public employer to pursue protective orders on behalf of public servants lessens the individual burden on these employees as they continue to work on behalf of the public. It also allows public employers to help ensure continuity of operations and maintain a safe working environment for their employees.

The Judiciary crafted this measure in late 2025 to provide this option where warranted and appropriate in light of the increasing threat environment. The Judiciary and Department of the Attorney General conferred and agreed upon the language providing for a two-year pilot project authorizing employers to file petitions for TRO on behalf of all employees of all three branches of state government. This measure also provides the following:

- The Department of the Attorney General shall establish a system by which a public employer of a public servant of the State may retain a private attorney to provide representation to the public employer to pursue an action on behalf of a public servant.
- The definition of public servant was expanded to include all public employees of the State of Hawai'i.
- Staff attorneys for the Judiciary are authorized to represent the Judiciary on behalf of Judiciary employees, and the Judiciary may also retain counsel using its own funds.
- To avoid conflicts, no petition under the pilot project can be maintained through a private attorney when the petitioner and respondent are employed in the same branch of government.
- The authorization for a public employer to petition for relief under this section on behalf of a public servant is discretionary, and includes liability protection for state employers and officials for purposes of the pilot project.



Senate Bill No. 2567, S.D. 2, H.D.2 Relating to Petitions to Temporarily Restrain and Enjoin Harassment of an Employee.

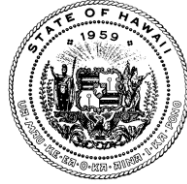
House Committee on Finance

Tuesday, April 7, 2026

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- A petition filed by a public employer of a public servant shall identify the “petitioner” as the respective branch of government, department, or agency; provided that the state judiciary shall be identified as the “Administrative Director of the Courts.”

For these reasons, the Judiciary strongly supports Senate Bill No. 2567, S.D.2, H.D.2. Thank you for the opportunity to testify on this matter.



**STATE OF HAWAII**  
**OFFICE OF WELLNESS AND RESILIENCE**  
OFFICE OF THE GOVERNOR  
KE KE'ENA KŪPA'A MAULI OLA  
415 S. BERETANIA ST. #415  
HONOLULU, HAWAII 96813

**Testimony on S.B. 2567 SD2 HD2**  
**RELATING TO PETITIONS TO TEMPORARILY RESTRAIN AND ENJOIN**  
**HARASSMENT OF AN EMPLOYEE**

Representative Chris Todd, Chair  
Representative Jenna Takenouchi, Vice Chair  
House Committee on Finance

April 7<sup>th</sup>, 2026, at 2:00 p.m.; Room Number: 308

The Office of Wellness and Resilience (OWR) **Supports** S.B. 2567 SD2 HD2, Relating to Petitions to Temporarily Restrain and Enjoin Harassment of an Employee.

The mission of the OWR is to strengthen state systems and services by advancing hope-centered principles and supporting Hawai'i's transition toward becoming a trauma-informed state.

Safety—both physical and psychological—is a foundational principle of trauma-informed care.<sup>1</sup> Workplace physical environment and safety is also a core domain of worker well-being. Research consistently links worker wellbeing to outcomes including worker retention, productivity, absenteeism, and both physical and mental health.<sup>2</sup> In early 2024, in partnership with the College of Social Sciences' Health Policy Initiative at the University of Hawai'i at Mānoa, the OWR conducted the Hawai'i Quality of Life and Workplace Wellness Survey.<sup>3</sup> Thirty-five percent of state employees reported experiencing violence on the job within the past 12 months. Among those individuals, 49% chose not to report the violence or harassment

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<sup>1</sup> SAMHSA's Concept of Trauma and Guidance for a Trauma-informed Approach. (n.d.). [www.samhsa.gov](https://www.samhsa.gov).  
<https://www.samhsa.gov/resource/dbhis/samhsas-concept-trauma-guidance-trauma-informed-approach>

<sup>2</sup> Chari, R., Sauter, S. L., Petrun Sayers, E. L., Huang, W., Fisher, G. G., & Chang, C.-C. (2022). Development of the National Institute for Occupational Safety and Health Worker Well-Being Questionnaire. *Journal of Occupational and Environmental Medicine*, 64(8), 707–717. <https://doi.org/10.1097/JOM.0000000000002585>

<sup>3</sup> Learn more at Hawai'i Quality of Life and Well-Being Dashboard [QOL Dashboard - Public | Display](#)

they encountered, citing fear of retaliation as the primary reason for not coming forward. The proposed measure could serve as an effective way of addressing this barrier.

When public employees experience persistent harassment, threats, or hostile conduct, the foundation of safety is compromised for both the individual and the people of Hawai'i they serve. S.B. 2567 SD2 HD2 takes an important step toward ensuring that public employees can serve in a safe, healing-centered environment.

Thank you for the opportunity to testify on this important measure.

Tia L.R. Hartsock, MSW, MSCJA  
Director, Office of Wellness & Resilience



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

RANDY PERREIRA, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

The Thirty-Third Legislature, State of Hawaii  
House of Representatives  
Committee on Finance

Testimony by  
Hawaii Government Employees Association

April 7, 2026

S.B. 2567, S.D. 2, H.D. 2 — RELATING TO PETITIONS TO TEMPORARILY RESTRAIN AND ENJOIN HARASSMENT OF AN EMPLOYEE

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO supports the intent of S.B. 2567, S.D. 2, H.D. 2, which establishes a two-year Pilot Project to authorize public employers to petition for temporary restraining orders and injunctions against employment-related harassment of certain public employees.

For years, our organization has been a staunch proponent for more employer intervention and responsibility when an employee is subjected to work related harassment, threats, and even assault. We have strongly advocated that the employer provide support and assistance if a temporary restraining order (TRO) is necessary and advisable. The proposed process in this bill empowers the employer to do just that. We appreciate the amendment made in the S.D. 1 which expands the definition of “public servant” to include all public employees employed within the State or any of its political subdivisions. All public employees, irrespective of position, should be entitled to the same level of legal protection and support.

It is shameful that employers currently do little to assist an employee in this process, leaving many employees left to navigate the legal process alone and bare any cost associated with filing a TRO. It is the employer's responsibility to foster a safe working environment, and if needed, intervene and take some level of ownership when their employee is put into a hostile situation by a member of the public. Employees should feel assured that their employer is committed to supporting and advocating for them if an unfortunate situation arises when a TRO is necessary.

Thank you for the opportunity to provide testimony in support of S.B. 2567, S.D. 2, H.D. 2.

Respectfully submitted,

Randy Perreira  
Executive Director



1200 Ala Kapuna Street • Honolulu, Hawai'i 96819  
Tel: (808) 833-2711 • Fax: (808) 839-7106 • Web: www.hsta.org

**Osa Tui, Jr.**  
President

**Logan Okita**  
Vice President

**Cheney Kaku**  
Secretary-Treasurer

**Andrea Eshelman**  
Executive Director

## TESTIMONY TO THE HAWAI'I HOUSE COMMITTEE ON FINANCE

**Item: SB 2567, SD2, HD2 – Relating to Petitions to Temporarily Restrain and Enjoin Harassment of an Employee**

**Position: Support**

**Hearing: Tuesday, April 7, 2026, 2:00 pm, Room 308**

**Submitter: Osa Tui, Jr., President - Hawai'i State Teachers Association**

Dear Chair Todd, Vice Chair Takenouchi, and members of the committee,

The Hawai'i State Teachers Association (HSTA) **supports** S.B. 2567, SD2, HD2, which establishes a two-year pilot project allowing public employers to petition for temporary restraining orders and injunctions against employment-related harassment on behalf of their employees.

The safety and well-being of our educators and all public employees across the state are of the utmost importance. Unfortunately, public servants are increasingly facing alarming levels of harassment, threats, and hostility while simply carrying out their duties and serving our communities. Our teachers cannot effectively educate our students if they feel unsafe, threatened, or targeted in their own schools and workplaces.

By empowering the state to step in and secure these necessary protective orders, this legislation provides a critical layer of security and institutional support for workers who are experiencing harassment. We respectfully urge the committee to pass this important measure to ensure a safer, more supportive working environment for everyone dedicated to public service in Hawai'i.

Mahalo.



The House Committee on Finance

April 7, 2026

Room 308

2:00 PM

**RE: SB 2567 SD2 HD2, Petitions to Temporarily Restrain and Enjoin Harassment of an Employee**

Attention: Chair Chris Todd, Vice Chair Jenna Takenouchi, Members of the Committee

The University of Hawaii Professional Assembly (UHPA), the exclusive bargaining representative for all University of Hawai'i faculty members across Hawai'i's statewide 10-campus system, **supports SB 2567 SD2 HD2.**

UHPA strongly endorses the underlying concept of empowering public employers to petition for temporary restraining orders and injunctions against employment-related harassment. Workplace violence, stalking, and credible threats present unique and heightened safety risks for frontline public workers. By authorizing the employer to step in and secure a protective order on behalf of a harassed employee, this measure appropriately shifts the emotional and financial burden of seeking legal protection away from the individual victim and onto the employer responsible for workplace safety.

We extend our appreciation to the prior committees for retaining the inclusive definition of "Public servant" in the SD2 HD2 draft to include any officer or employee of the executive branch. Faculty members are increasingly subjected to harassment simply for fulfilling their professional responsibilities to their students and the community. By expressly keeping them in this measure, the Legislature ensures the University has the legal tools necessary to maintain a safe and secure learning environment. This is a vital public safety measure that will protect both our faculty and the communities they serve.

**UHPA supports the passage of SB 2567 SD2 HD2.**

Respectfully submitted,

Christian L. Fern  
Executive Director  
University of Hawaii Professional Assembly

**University of Hawaii  
Professional Assembly**

**WRITTEN TESTIMONY  
IN STRONG SUPPORT OF S.B. NO. 2567**

Relating to Protection Against Employment-Related Harassment

Submitted by: Jamie M. Logan

Position: Strong Support

Aloha Chair and Members of the Committee,

I am writing in strong support of this measure.

From a personal standpoint, I have experienced firsthand how real and serious safety concerns can be when working in fields that require direct interaction with individuals in high-stress, emotionally charged situations. There have been moments where interactions escalated into verbal threats and behavior that made me question my personal safety. Those experiences do not stay at work; they follow you home, affect your sense of security, and impact your overall well-being.

What makes this bill especially important is that it reflects what is already happening across Hawai'i. Workplace harm and safety concerns are not rare. In 2023 alone, Hawai'i reported over 12,400 nonfatal workplace injuries and illnesses (U.S. Bureau of Labor Statistics, 2023). In behavioral health settings specifically, the risks are even clearer. Workers at Hawai'i State Hospital experienced over 1,700 assaults and attempted assaults over 11 years (Civil Beat, 2023). These numbers reflect what many of us already know: threats and violence in the workplace are real and ongoing.

Beyond physical incidents, harassment is also widespread. Nearly half of workers in Hawai'i report experiencing workplace harassment, yet many incidents go unreported (Civil Beat, 2019). This highlights a gap between lived experiences and the protections currently available.

This bill provides a necessary and practical solution. By allowing employers to seek protection on behalf of employees, it creates an added layer of safety for individuals who may not feel safe navigating the legal system alone. It also acknowledges that workplace-related threats deserve immediate and meaningful response.

No one should feel unsafe simply for doing their job. This measure moves Hawai'i toward a safer and more responsive system that protects individuals before situations escalate into harm.

For these reasons, I strongly urge the passage of this measure.

Mahalo for the opportunity to submit testimony.

Respectfully submitted,

Jamie M. Logan

Testimony Presented Before the  
House Committee on Finance  
April 7, 2026 at 2:00pm  
By  
Madalyn Landreth, Student  
MSW Student at University of Hawaii at Manoa

SB2567 SD2 HD2 – RELATING TO PETITIONS TO TEMPORARILY RESTRAIN AND  
ENJOIN HARASSMENT OF AN EMPLOYEE

Chair Todd, Vice Chair Takenouchi, and members of the committee:

My name is Madalyn Landreth and I am presenting testimony in support of SB2567 SD2 HD2 on behalf of my stated affiliation and personal experience.

This bill will allow public employers to petition for temporary restraining orders against employment related harassment of public employees. It is imperative to remember that public service employees are one of the most essential pieces of governmental systems that provide needed and important services to our community. Public services employees are responsible for implementing government policies, ensure safety and well-being of the community, and protecting the rights and interests of the public. Public service employees are often on the front line doing this work in order for society to operate. While public service employees have a choice in obtaining and maintaining work in the public sector, they do not have a choice in being threatened, harassed, or assaulted by clients while carrying out their work.

As a Master of Social Work student, I am aware of the utter importance of mental health and wellbeing. As a full-time public service employee in Hawaii, I am made further aware of the importance of these things having experienced threats and harassment first hand at work.

In 2024, the Office of Wellness and Resilience conducted a survey in which 35% of state workers in Hawaii reported that they experienced any kind of violence while on the job<sup>1</sup>. SB2567 SD2 HD2 will have a direct impact in making sure that employees can be protected from violence in their workplace and feel supported from their employer. This bill will allow public employee's safety, mental health, and well-being to be supported and protected while they continue to carry out the work that is desperately needed for the communities that we live in.

Thank you for opportunity to testify in strong support of SB2567 SD2 HD2.

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<sup>1</sup> Wellness & Resilience. (2024). *The 2024 Hawaii Quality of Life & Well-Being Dashboard*. Partnership for Wellness and Resilience. <https://www.health-study.com>

COMMITTEE ON FINANCE  
Rep. Chris Todd, Chair  
Rep. Jenna Takenouchi, Vice Chair

HEARING:  
Tuesday, April 7, 2026 at 2:00 pm  
Via Videoconference and Conference Room 308

**TESTIMONY IN SUPPORT OF SB 2567, SD2, HD2 - RELATING TO PETITIONS TO TEMPORARILY RESTRAIN AND ENJOIN HARASSMENT OF AN EMPLOYEE.**

Aloha Chair Todd, Vice Chair Takenouchi, Rep. Miyake for my Maui district, Rep. Yamashita of Maui, and Members of the Committee,

My name is Christine Andrews, and I am an attorney licensed in Hawai'i for over 25 years and a long-time resident of Wailuku, Maui. I write to you today in **very strong support of SB 2567, SD2, HD2**, Relating to Petitions to Temporarily Restrain and Enjoin Harassment of an Employee, which establishes a two-year pilot project to authorize public employers to petition for temporary restraining orders and injunctions against employment-related harassment of certain public employees and appropriates funds.

I first heard about this bill when it came up at a hearing I was attending on another measure, but this subject is very near to my heart as someone who engages in pro-democracy education in the legal community. I am a member of both Lawyers Defending American Democracy and the American Bar Association Task Force for American Democracy. I attended a Task Force panel last year that included judges from South Africa, Latin America, Hungary, and U.S. federal court judges who spoke from personal experience about threats judges have faced when upholding their role within the third pillar of government, the judiciary, in the discharge of their duties. There were foreign judges who were forced to flee their countries of origin in fear for their lives for upholding the rule of law in the face of an authoritarian executive.

One of the U.S. federal court judges spoke about an attacker who came to her home under the guise of delivering pizza, and murdered her son who answered the door. Another judge spoke of threats to herself and her family, and how state and federal judges, nationwide, are subjected to doxing and intimidation by having pizzas delivered to them, at home, in the name of family members, as a form of intimidation to say, "I know where you live and who your family members are.". Judges are not the only ones who have been subjected to threats, intimidation, attacks and violence. In Minnesota, Minnesota State Representative Melissa Hortman and her husband, Mark, were fatally shot in a targeted, politically motivated assassination last June.

It should be noted that state lawmakers and state and federal court judges do not have personal protection provided by the government to protect them from attacks as the result of them discharging their legal and constitutional responsibilities. Based upon what is happening nationwide, where lawmakers and judges, in particular, are being increasingly subjected to intimidation, threats, and violence at the hands of political extremists or aggrieved parties, I request your **strong support of SB 2567, SD2, HD2** as a necessary measure to protect civil servants from all branches of government.

Mahalo nui,

Christine Andrews, JD  
Wailuku, Maui