

AMENDED IN ASSEMBLY MAY 12, 2009

CALIFORNIA LEGISLATURE—2009—10 REGULAR SESSION

Assembly Concurrent Resolution

No. 55

Introduced by Assembly Member Torlakson

April 1, 2009

Assembly Concurrent Resolution No. 55—Relative to workplace bullying training at the University of California.

LEGISLATIVE COUNSEL'S DIGEST

ACR 55, as amended, Torlakson. University of California: workplace bullying: supervisor training.

This measure would urge the University of California to provide training to its supervisory employees regarding the prevention of workplace bullying, abuse, and harassment by ~~January 1, 2010~~ *January 1, 2011*, and again every 2 years thereafter.

Fiscal committee: yes.

- 1 WHEREAS, The social and economic well-being of the state
- 2 is dependent upon healthy and productive employees; and
- 3 WHEREAS, Surveys and studies have documented that between
- 4 16 percent and 21 percent of employees directly experience
- 5 health-endangering workplace bullying, abuse, and harassment,
- 6 and that this behavior is three times more prevalent than sexual
- 7 harassment alone; and
- 8 WHEREAS, Surveys and studies have documented that abusive
- 9 work environments can have serious effects on targeted employees,
- 10 including feelings of shame and humiliation, stress, loss of sleep,
- 11 severe anxiety, depression, post-traumatic stress disorder, reduced
- 12 immunity to infection, stress-related gastrointestinal disorders,

1 hypertension, and pathophysiological changes that increase the
2 risk of cardiovascular diseases; and

3 WHEREAS, These same surveys and studies have documented
4 that abusive work environments can have serious consequences
5 for employers, including reduced employee productivity and
6 morale, higher turnover and absenteeism rates, and significant
7 increases in medical and workers' compensation claims; and

8 WHEREAS, Unless mistreated employees have been subjected
9 to abusive treatment at work on the basis of race, color, ~~sex~~ gender,
10 sexual orientation, national origin, or age, they are unlikely to
11 have legal recourse to redress this treatment; and

12 WHEREAS, Legal protection from abusive work environments
13 should not be limited to behavior grounded in protected class status,
14 such as is provided under employment statutes; and

15 WHEREAS, Existing workers' compensation plans and
16 common-law tort actions are inadequate to discourage this behavior
17 or provide adequate redress to employees who have been harmed
18 by abusive work environments; and

19 WHEREAS, Existing law makes certain specified employment
20 practices unlawful, including the harassment of an employee
21 directly by the employer or indirectly by agents of the employer
22 with the employer's knowledge; and

23 WHEREAS, Existing law further requires every employer to
24 act to ensure a workplace free of sexual harassment by
25 implementing certain minimum requirements, including posting
26 sexual harassment information posters at the workplace and
27 obtaining and making available an information sheet on sexual
28 harassment; now, therefore, be it

29 *Resolved by the Assembly of the State of California, the Senate*
30 *thereof concurring*, That the Legislature of the State of California
31 urges the University of California to provide two hours of
32 workplace bullying, abuse, and harassment training and education
33 to all of its supervisory employees by ~~January 1, 2010~~ January 1,
34 2011, and once again every two years thereafter; and be it further

35 *Resolved*, That the Legislature urges the University of California
36 to incorporate the workplace bullying, abuse, and harassment
37 training and education into the 80 hours of training provided to all
38 new supervisory employees pursuant to subdivision (b) of Section
39 19995.4 of the Government Code, using existing resources; and
40 be it further

1 *Resolved*, That the Legislature urges the University of California
2 to include practical examples in the training that are aimed at
3 instructing supervisors in the prevention of workplace bullying,
4 abuse, and harassment; and be it further

5 *Resolved*, That the Legislature urges that the training be
6 presented by trainers or educators with knowledge and expertise
7 in the prevention of workplace bullying; and be it further

8 *Resolved*, That the Chief Clerk of the Assembly transmit copies
9 of this resolution to the author for appropriate distribution.

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