

HB 427 -- Workplace Domestic Violence Safety and Education
Program Act

Sponsor: Chappelle-Nadal

This bill establishes the Workplace Domestic Violence Safety and Education Program Act. The Department of Labor and Industrial Relations in consultation with the Department of Health and Senior Services, State Highway Patrol, Missouri Coalition Against Domestic Violence, and other interested entities will develop the program. The program will provide businesses with the best practices, policies, and procedures available to promote domestic violence awareness in the workplace, assist affected employees, and create a safe workplace.

An employer is prohibited from:

- (1) Transmitting an employee's or customer's full name on a public address system; and
- (2) Providing unauthorized persons with an employee's work schedule or other personal information.

Any person or entity in violation is guilty of a class B misdemeanor and is civilly liable for any resulting damages.

An employee or customer that reports a violation or suspected violation is not to be retaliated against by the owner or management of the business provided there is reasonable cause to believe a violation has occurred.