

1 **Hospital Workplace Violence Reporting Requirements**

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Katy Hall

Senate Sponsor: Jen Plumb

2
3 **LONG TITLE**

4 **General Description:**

5 This bill addresses workplace violence at hospitals.

6 **Highlighted Provisions:**

7 This bill:

- 8 ▶ requires hospitals to track and report instances of workplace violence; and
9 ▶ extends the repeal date for criminal enhancements for certain crimes against an employee
10 of a health facility.

11 **Money Appropriated in this Bill:**

12 None

13 **Other Special Clauses:**

14 None

15 **Utah Code Sections Affected:**

16 AMENDS:

17 **63I-2-276**, as last amended by Laws of Utah 2025, Chapters 173, 208

18 ENACTS:

19 **26B-2-244**, Utah Code Annotated 1953

20
21 *Be it enacted by the Legislature of the state of Utah:*

22 Section 1. Section **26B-2-244** is enacted to read:

23 **26B-2-244 . Workplace violence incident reporting in hospitals.**

24 (1) As used in this section:

25 (a) "Hospital" means:

26 (i) a general acute hospital, as that term is defined in Section 26B-2-201; or

27 (ii) a specialty hospital, as that term is defined in Section 26B-2-201.

28 (b) "Workplace violence" means the same as that term is defined in Section 78B-7-1101.

29 (2) On or before November 1, 2026, a hospital shall:

30 (a) establish a workplace violence incident reporting system;

- 31 (b) record all reported incidents of workplace violence as voluntarily reported by an
 32 employee;
- 33 (c) adopt a policy that prohibits discrimination or retaliation against an employee for
 34 reporting or participating in an investigation;
- 35 (d) analyze collected data;
- 36 (e) maintain the record of reported workplace violence incidents for at least two years;
 37 and
- 38 (f) report data collected to the chief medical officer and the chief nursing officer on a
 39 quarterly basis.
- 40 (3) A workplace violence incident reporting system shall:
- 41 (a) collect information regarding a workplace violence incident, including:
- 42 (i) the date and time of the incident;
- 43 (ii) a description of the incident;
- 44 (iii) the job category of the victim employees;
- 45 (iv) whether the perpetrator was a patient, visitor, or employee; ~~and~~ and
- 46 (v) the immediate response to the incident; ~~and~~ [and]
- 47 ~~[(vi) long term responses or policy changes;]~~ [and]
- 48 (b) be clearly communicated to all employees, including new employees at orientation;
- 49 (c) include guidelines on when and how to report incidents of workplace violence to an
 50 employer, security agencies, and appropriate law enforcement authorities; and
- 51 (d) be used to make improvements in preventing workplace violence, including
 52 improvements achieved through continuing education in targeted areas, de-escalation
 53 training, risk identification, and violence prevention planning.
- 54 (4) A hospital shall report the number of workplace violence incidents annually to the
 55 department.

56 Section 2. Section **63I-2-276** is amended to read:

57 **63I-2-276 . Repeal dates: Title 76.**

- 58 (1) Subsection 76-5-102.7(2)(b), regarding assault or threat of violence against an employee
 59 of a health facility, is repealed January 1, [2027 ~~and~~ 2032] 2027 ~~and~~ .
- 60 (2) Subsection 76-11-218(10), regarding data collection requirements for a law enforcement
 61 agency that issues a written warning, citation, or referral, is repealed December 31, 2031.

62 Section 3. **Effective Date.**

63 This bill takes effect on May 6, 2026.