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HOUSE BILL NO. 668

AMENDMENT IN THE NATURE OF A SUBSTITUTE

(Proposed by the Senate Committee for Courts of Justice
on March 4, 2002)

(Patron Prior to Substitute—Delegate Cox)

A BILL to amend the Code of Virginia by adding in Article 5 of Chapter 3 of Title 40.1 of a section numbered 40.1-51.4:5, relating to employee safety; immunity of employees from liability for reporting threatening conduct.

Be it enacted by the General Assembly of Virginia:

1. That the Code of Virginia is amended by adding in Article 5 of Chapter 3 of Title 40.1 of a section numbered 40.1-51.4:5 as follows:

§ 40.1-51.4:5. Immunity of employees for reporting threatening conduct.

A. Any employee who, in good faith with reasonable cause and without malice, truthfully reports threatening conduct by a person employed at the same workplace shall be immune from all civil liability that might otherwise be incurred or imposed as the result of making such a report.

B. As used in subsection A, "threatening conduct" means any conduct that would place a person in reasonable apprehension of death or bodily injury.

C. The immunity provided by this section shall not abrogate any other immunity that an employee may be entitled to assert.

SENATE SUBSTITUTE

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