

## 1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

2 *An Act to amend and reenact § 22.1-291.4 of the Code of Virginia, relating to school board policies*  
3 *prohibiting abusive work environment.*

4 [H 1044]

5 Approved

6 **Be it enacted by the General Assembly of Virginia:**7 **1. That § 22.1-291.4 of the Code of Virginia is amended and reenacted as follows:**8 **§ 22.1-291.4. Bullying and abusive work environments prohibited.**9 A. Each school board shall implement, ~~by July 1, 2014,~~ policies and procedures to educate school  
10 board employees about bullying, as defined in § 22.1-276.01, and the need to create a bully-free  
11 environment.

12 B. Each school board shall adopt policies to:

13 1. Prohibit abusive work environments in the school division;

14 2. Provide for the appropriate discipline of any school board employee who contributes to an  
15 abusive work environment; and16 3. Prohibit retaliation or reprisal against a school board employee who alleges an abusive work  
17 environment or assists in the investigation of an allegation of an abusive work environment.

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