

2018 SESSION

SENATE SUBSTITUTE

18107728D

HOUSE BILL NO. 1044

AMENDMENT IN THE NATURE OF A SUBSTITUTE  
(Proposed by the Senate Committee on Education and Health  
on March 1, 2018)

(Patron Prior to Substitute—Delegate Torian)

*A BILL to amend and reenact § 22.1-291.4 of the Code of Virginia, relating to school board policies prohibiting abusive work environment.*

**Be it enacted by the General Assembly of Virginia:**

**1. That § 22.1-291.4 of the Code of Virginia is amended and reenacted as follows:**

**§ 22.1-291.4. Bullying and abusive work environments prohibited.**

A. Each school board shall implement, by July 1, 2014, policies and procedures to educate school board employees about bullying, as defined in § 22.1-276.01, and the need to create a bully-free environment.

B. Each school board shall adopt policies to:

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

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HB1044S1