

Hospital Workplace Violence Reporting Requirements

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Katy Hall

Senate Sponsor: Jen Plumb

LONG TITLE

General Description:

This bill addresses workplace violence at hospitals.

Highlighted Provisions:

This bill:

- requires hospitals to track and report instances of workplace violence.

Money Appropriated in this Bill:

None

Other Special Clauses:

None

Utah Code Sections Affected:

AMENDS:

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

ENACTS:

26B-2-244, Utah Code Annotated 1953

Be it enacted by the Legislature of the state of Utah:

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

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

(1) As used in this section:

(a) "Hospital" means:

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

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

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

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

(a) establish a workplace violence incident reporting system;

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

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

54 **63I-2-276 . Repeal dates: Title 76.**

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

59 Section 3. **Effective Date.**

60 This bill takes effect on May 6, 2026.