

Employment Amendments

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Lisa Shepherd

Senate Sponsor:

LONG TITLE

General Description:

This bill concerns an employee's voluntary cooperation with law enforcement.

Highlighted Provisions:

This bill:

- defines terms;
- prohibits an employer from taking certain actions based on an employee's voluntary cooperation with a law enforcement officer in specific contexts; and
- provides remedies for a violation of the prohibition.

Money Appropriated in this Bill:

None

Other Special Clauses:

None

Utah Code Sections Affected:

ENACTS:

34-58-101, Utah Code Annotated 1953
34-58-102, Utah Code Annotated 1953
34-58-103, Utah Code Annotated 1953

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

Section 1. Section **34-58-101** is enacted to read:

CHAPTER 58. Employment Rights Regarding Cooperation with Law Enforcement

34-58-101 . Definitions.

As used in this chapter:

- (1) "Law enforcement agency" means the same as that term is defined in Section 53-1-102.
- (2) "Law enforcement officer" means an individual:
 - (a) who is an employee of a law enforcement agency; and
 - (b) whose primary and principal duties consist of the prevention and detection of crime

31 and the enforcement of criminal or immigration statutes or ordinances of the federal
32 government, this state, or a political subdivision of this state.

33 Section 2. Section **34-58-102** is enacted to read:

34 **34-58-102 . Employment rights regarding cooperation with law enforcement.**

35 (1) Except as provided in Subsection (2), an employer may not:

36 (a) request or prohibit an employee or an applicant for employment from voluntarily
37 cooperating with a law enforcement officer; or
38 (b) take adverse action, fail to hire, or otherwise penalize an employee or an applicant
39 for employment for:
40 (i) voluntarily cooperating with a law enforcement officer; or
41 (ii) indicating that the employee or applicant intends to voluntarily cooperate with a
42 law enforcement officer if requested to do so by a law enforcement officer.

43 (2) Subsection (1) does not prevent an employer from requiring an employee to protect, or
44 agree to protect, a legal right held solely by the employer in the context of an employee's
45 voluntary interaction with a law enforcement officer in the course and scope of the
46 employee's employment.

47 Section 3. Section **34-58-103** is enacted to read:

48 **34-58-103 . Civil action for violation of chapter.**

49 (1) An employee or an applicant for employment who is injured by an employer's violation
50 of Section 34-58-102 may bring a civil action in a court of competent jurisdiction.
51 (2) An action brought under Subsection (1) may request relief including monetary damages,
52 injunctive relief, and specific performance.

53 Section 4. **Effective Date.**

54 This bill takes effect on May 6, 2026.