

1 **Hospital Workplace Violence Reporting Requirements**

2026 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Katy Hall**

Senate Sponsor: Jen Plumb

2  
3 **LONG TITLE**

4 **General Description:**

5 This bill addresses workplace violence at hospitals.

6 **Highlighted Provisions:**

7 This bill:

- 8 ▶ requires hospitals to track and report instances of workplace violence; and  
9 ▶ extends the repeal date for criminal enhancements for certain crimes against an employee  
10 of a health facility.

11 **Money Appropriated in this Bill:**

12 None

13 **Other Special Clauses:**

14 None

15 **Utah Code Sections Affected:**

16 AMENDS:

17 **63I-2-276**, as last amended by Laws of Utah 2025, Chapters 173, 208

18 ENACTS:

19 **26B-2-244**, Utah Code Annotated 1953

20  
21 *Be it enacted by the Legislature of the state of Utah:*

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

23 **26B-2-244 . Workplace violence incident reporting in hospitals.**

24 (1) As used in this section:

25 (a) "Hospital" means:

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

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

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

30 (a) establish a workplace violence incident reporting system;

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

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

57        **63I-2-276 . Repeal dates: Title 76.**

- 58        (1) Subsection 76-5-102.7(2)(b), regarding assault or threat of violence against an employee  
59        of a health facility, is repealed January 1, [~~2027~~] 2032.
- 60        (2) Subsection 76-11-218(10), regarding data collection requirements for a law enforcement  
61        agency that issues a written warning, citation, or referral, is repealed December 31, 2031.

62        Section 3. **Effective Date.**

63        This bill takes effect on May 6, 2026.