



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59 of a health facility, is repealed January 1, [2027] 2032.  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61 agency that issues a written warning, citation, or referral, is repealed December 31, 2031.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.