

57 (ii) organizational leadership practices based in principles of integrity.

58 (b) A state agency may request assistance from the department in developing training
59 under this Subsection (4).

60 (5) Employees shall participate in the training described in Subsections (3) and (4) in
61 alternating years.

62 (6) The department may use money appropriated to the department or access support
63 from outside resources to:

64 (a) develop policies against workplace abusive conduct; and

65 (b) enhance professional development training on topics such as:

66 (i) building trust;

67 (ii) effective motivation;

68 (iii) communication;

69 (iv) conflict resolution;

70 (v) accountability;

71 (vi) coaching;

72 (vii) leadership; or

73 (viii) ethics.

74 (7) This section does not:

75 (a) exempt or relieve a person from a liability, duty, or penalty provided by another
76 federal or state law;

77 (b) create a private right of action;

78 (c) expand or diminish rights or remedies available to a person before July 1, 2015; or

79 (d) expand or diminish grounds for discipline that ~~it~~ **→ [did not exist] existed ←** ~~it~~ before
79a July 1, 2015.

80 (8) The department shall report to the Economic Development and Workforce Services
81 Interim Committee by no later than the November 2015 interim meeting regarding:

82 (a) the implementation of this section;

83 (b) recommendations, if any, to appropriately address and reduce workplace abusive
84 conduct or to change definitions or training required by this section; and

85 (c) if the department finds a change in a definition or training is needed, the
86 department's efforts to work with stakeholders to make recommendations for change.

87 **Section 2. Effective date.**