

TENNESSEE

NEW LAW: Tennessee Amends Its Healthy Workplace Act

On April 23, 2019, Tennessee governor Bill Lee signed [HB 1981](#) into law. This law amends the [Tennessee Healthy Workplace Act](#) by extending liability protections to employers who adopt the state's model policy against bullying.

Under the [Tennessee Healthy Workplace Act](#), the Tennessee Advisory Commission on Intergovernmental Relations was asked to create a model policy to prevent abusive conduct in the workplace. That model policy has been completed and is available [here](#).

Under the amended law, employers who adopt the model policy is immune from liability in a lawsuit for any employee's abusive conduct that results in negligent or intentional infliction of mental anguish. Alternatively, employers can draft their own policy provided that it meets the following requirements:

- It assists employers in recognizing and responding to abusive conduct and
- It prevents retaliation against employees who report abusive conduct.

While the new law does not require employers to adopt any type of anti-bullying policy, it is recommended that all Tennessee employers consider adopting the model policy.

This new law takes immediate effect.