



* Employer immune from civil liability including failure to obtain a restraining order.

** Employer immune from civil liability unless lack of good faith is shown by clear and convincing evidence and is not negligent for failing to utilize procedures.

Workplace Restraining Order Laws

State Statutes

Workplace Violence Restraining Orders

Alaska: Permits an employer to seek a protective order for an employee reasonably believed to be a victim of stalking or sexual assault. Alaska Stat. § 18.65.850.

Arizona: Permits an employer to seek an injunction on behalf of an employee to end workplace harassment. Ariz. Rev. Stat. Ann. § 12-1810.

Arkansas: Permits an employer to combat unlawful violence, a threat of violence, or harassment (including stalking) in the workplace by seeking a temporary restraining order, preliminary injunction or injunction in accordance with state law. A.C.A. § 11-5-115.

California: Permits an employer to combat unlawful violence, and a threat of violence, or harassment (including stalking) in the workplace by seeking a temporary restraining order, preliminary injunction or injunction in accordance with state law. Cal. Civ. Proc. Code § 527.8.

Colorado: Permits employers to seek restraining orders to prevent imminent danger to employees. Colo. Rev. Stat Ann. § 13-14-102(4). Also permits leave for victims of domestic abuse, sexual assault, stalking, or other domestic violence-related crimes. Colo. Rev. Stat. Ann. § 24-34-402.7.

Connecticut: Health care employers must “establish and convene an ongoing workplace safety committee to address issues related to the health and safety of health care employees, [and] ...[annually] undertake a risk assessment of the factors that put any health care employee at risk for being a victim of workplace violence. Based on the findings of the risk assessment ... each health care employer, in collaboration with the workplace safety committee, shall develop and implement a written workplace violence prevention and response plan.” Conn. Gen. Stat. Ann. § 19a-490q. Employers must also maintain records of workplace violence. Conn. Gen. Stat. Ann. § 19a-490r.

Georgia: Permits an employer to seek an injunction for an employee who has suffered unlawful violence or a credible threat of violence in the workplace. O.C.G.A. §34-1-7.

Illinois: Requires health care providers to adopt and implement a plan to reasonably prevent and protect employees from workplace violence, review/update the plan at least every three years, and conduct violence prevention training. 405 Ill. Comp. Stat. Ann. 90/15 et seq. (Health Care Workplace Violence Prevention Act). Leave is permitted for employees who are the victims of domestic violence. 820 Ill. Comp. Stat. Ann. 180/1.

Indiana: Permits an employer to combat unlawful violence, and a credible threat of violence, by seeking a temporary restraining order or injunction on behalf of an employee to prohibit further violence or a threat of violence. Ind. Code § 34-26-6-6.

Nevada: Employer may seek a temporary order of protection to prevent workplace harassment. Nev. Rev. Stat. §§ 33.200 et seq.

North Carolina: Permits an employer to seek a no-contact order on behalf of an employee who has been subjected to harassment and/or the threat of harassment. N.C. Gen. Stat. Ann. § 95-260 et seq.

Rhode Island: Permits an employer to seek a temporary restraining order, preliminary injunction or injunction on behalf of an employee to prohibit further violence or a threat of violence in the workplace. R.I. Ann. § 28-52-2.

Tennessee: Permits an employer to seek a temporary restraining order, preliminary injunction or injunction on behalf of an employee to prohibit further unlawful violence or a credible threat of violence in the workplace. Tenn. Code Ann. § 20-14-102.