



**HB289 Peace Orders – Workplace Violence**  
**House Judiciary Committee**  
**January 14, 2021**

**Position: Support**

**Background:** This bill would allow an employer to file a peace order on behalf of an employee they have notified. An employer is immune from any civil liability resulting from the failure of the employer to file a petition for a peace order. Additionally, employer retaliation provisions apply.

**Comments:** The Maryland Retailers Association supports this legislation which would allow employers to provide a safer work environment for their employees. HB289 would allow businesses to file peace orders on behalf of their employees, protecting not only an individual under threat, but also all employees who risk injury if the threat were acted upon. The bill would not require businesses to file peace orders, but rather provides employers the opportunity to act on behalf of an employee should the need arise. With workplace violence on the rise, multiple other states have introduced or passed similar legislation to allow employers to better protect their employees.

HB289 promotes both workplace safety and employee productivity. Giving businesses the ability to promise greater safety to their employees could increase morale and alleviate the great stress and fear that is caused by threats of workplace violence. If passed, HB289 would ensure businesses can help individuals who face threats, and their coworkers, to maintain normalcy in their place of work. Stabilizing the workforce helps local businesses through increased safety options, benefiting entire communities.

Thank you for your consideration and we urge a favorable report on HB289.