

**915.23 Employment discrimination against witnesses prohibited.**

1. An employer shall not discharge an employee, or take or fail to take action regarding an employee's promotion or proposed promotion, or take action to reduce an employee's wages or benefits for actual time worked, due to the service of an employee as a witness in a criminal proceeding or as a plaintiff, defendant, or witness in a civil proceeding pursuant to [chapter 235F](#) or [236](#).

2. An employer who violates [this section](#) commits a simple misdemeanor.

3. An employee whose employer violates [this section](#) shall also be entitled to recover damages from the employer. Damages recoverable under [this section](#) include, but are not limited to, actual damages, court costs, and reasonable attorney fees.

4. The employee may also petition the court for imposition of a cease and desist order against the person's employer and for reinstatement to the person's previous position of employment.

[98 Acts, ch 1090, §19, 84; 99 Acts, ch 96, §52; 2008 Acts, ch 1087, §1; 2014 Acts, ch 1107, §27](#)