

# House Amendment 8217

PAG LIN

1 1 Amend House File 2610 as follows:  
1 2 #1. Page 6, by inserting after line 7 the  
1 3 following:  
1 4 <DIVISION \_\_\_\_  
1 5 EMPLOYEE HARASSMENT  
1 6 Sec. \_\_\_\_ Section 216.2, subsection 15, Code  
1 7 Supplement 2007, is amended to read as follows:  
1 8 15. "Unfair practice" or "discriminatory practice"  
1 9 means those practices specified as unfair or  
1 10 discriminatory in sections 216.6, 216.6A, 216.7,  
1 11 216.8, 216.8A, 216.9, 216.10, 216.11, and 216.11A.  
1 12 Sec. \_\_\_\_ NEW SECTION. 216.6A ADDITIONAL UNFAIR  
1 13 EMPLOYMENT PRACTICES.  
1 14 1. It shall be an unfair practice for any  
1 15 employer, employee, or labor organization to harass,  
1 16 bully, or profile lawful resident alien employees.  
1 17 2. "Harass" and "bully" shall be construed to mean  
1 18 any electronic, written, verbal, or physical act or  
1 19 conduct toward a lawful resident alien which is based  
1 20 on any actual or perceived trait or characteristic of  
1 21 the lawful resident alien and which creates an  
1 22 objectively hostile work environment.  
1 23 3. Each violation is subject to a penalty up to  
1 24 but not more than five hundred dollars.>  
1 25 #2. Title page, line 3, by inserting after the  
1 26 word <individuals,> the following: <and providing a  
1 27 penalty for individuals who bully and harass lawful  
1 28 resident alien employees at work,>.  
1 29 #3. By renumbering as necessary.  
1 30  
1 31  
1 32 \_\_\_\_\_  
1 33 DE BOEF of Keokuk  
1 34  
1 35 \_\_\_\_\_  
1 36 HUSEMAN of Cherokee  
1 37  
1 38  
1 39 \_\_\_\_\_  
1 40 CHAMBERS of O'Brien  
1 41  
1 42  
1 43 \_\_\_\_\_  
1 44 SANDS of Louisa  
1 45  
1 46  
1 47 \_\_\_\_\_  
1 48 LUKAN of Dubuque  
1 49  
1 50  
2 1 \_\_\_\_\_  
2 2 ROBERTS of Carroll  
2 3  
2 4  
2 5 \_\_\_\_\_  
2 6 STRUYK of Pottawattamie  
2 7  
2 8  
2 9 \_\_\_\_\_  
2 10 SCHICKEL of Cerro Gordo  
2 11  
2 12  
2 13 \_\_\_\_\_  
2 14 UPMEYER of Hancock  
2 15 HF 2610.207 82  
2 16 ak/rj/20703