

MARCH 19, 2025 | OSHA RULEMAKINGS & STANDARDS

# Virginia Moves Toward Stronger Workplace Violence Prevention Laws with HB 1919

By [Rachel Conn](#) and [Andrea Chavez](#)

Workplace safety is becoming a legislative priority across the country, and Virginia is poised to join the movement. On March 7, 2025, the Virginia House of Delegates passed House Bill 1919 ([HB 1919](#)), which would require large employers with 100 or more employees to implement workplace violence prevention policies by January 1, 2027. Governor Glenn Youngkin has until 11:59 p.m. on March 24, 2025, to sign the bill into law.

If signed into law, it would take effect on July 1, 2026. Starting July 1, 2027, employers found noncompliant could face civil penalties of up to \$1,000 per violation.

## Expanding the Definition of Workplace Violence

HB 1919 takes a broad approach to workplace violence, defining it as any act or threat of violence occurring at work while an employee is performing job duties. The bill specifically includes:

- Physical violence, intimidation, and verbal threats
- Bullying, harassment, and refusal to obey workplace policies
- Sabotage, theft, and destruction of property
- Suicidal threats, physical fights, and extreme rage incidents
- Use of weapons to harm others

## Workplace Violence Prevention Policy Requirements

If signed into law, HB 1919 would require covered employers to develop, implement, and maintain a comprehensive workplace violence prevention policy by January 1, 2027. The policy must be tailored to the specific conditions and hazards of the employer's workplace and include:

- Designation of a responsible individual or team to oversee policy implementation
- Procedures for reporting workplace violence incidents, threats, or concerns
- Incident response and post-incident investigation protocols
- Emergency response plans, including procedures for incidents involving firearms or dangerous weapons
- Employee training and communication on workplace violence hazards, work practice controls, and

employer procedures for responding to and reporting threats and incidents

- Risk assessment and hazard prevention, including engineering or work practice controls to mitigate risks

Employers must also provide all new employees with their policy for mitigating workplace violence and reporting workplace violence during onboarding. The materials must be accessible in appropriate languages and literacy levels for the workers.

### **Documentation & Recordkeeping Requirements**

The law would require employers to document all workplace violence incidents, incident responses or post-incident investigations, and any corrective measures. Required documentation includes:

- A description of the incident
- Date, time, and location
- Names and job titles of involved employees
- The nature and extent of injuries (if applicable)
- Corrective actions taken

If an employer becomes aware of a workplace violence incident that has not been reported, they would be required to document the incident within seven days.

Employers would also need to maintain records for at least five years and make them available upon request to employees (with personal identifying information redacted) or law enforcement.

### **Protections Against Retaliation**

The bill prohibits retaliation against employees who report workplace violence, threats, or safety concerns, or seek assistance or intervention regarding an incident or concern.

Under Virginia Code § 40.1-51.4:5, employees who make good faith reports about workplace threats are protected from civil liability. This immunity would cover any employee who truthfully reports threatening conduct at the workplace.

### **Penalties for Noncompliance**

Starting July 1, 2027, employers who fail to comply would face a civil penalty of up to \$1,000 per violation.

### **What's Next?**

HB 1919 has passed the Virginia House of Delegates but still requires Governor Youngkin's signature to become law. If signed, Virginia businesses will need to prepare for compliance by 2027.

Virginia isn't alone in prioritizing workplace violence prevention. California and New York recently passed similar laws, and more states are following suit. As workplace violence legislation gains traction nationwide, employers should recognize that comprehensive and proactive policies are quickly becoming the new standard for workplace safety.

For more information on developing and implementing workplace violence prevention plans, please contact [Rachel Conn](#) and [Andrea Chavez](#). For more information about the new California law, check out our [blog](#) and [webinar](#) on the topic. For more information about the new New York law, check out our [blog](#).