

By: Representatives Currie, Boyd, Arnold,
Hopkins

To: Judiciary A

HOUSE BILL NO. 417

1 AN ACT TO REQUIRE A PUBLIC EMPLOYEE WHO HAS BEEN FOUND GUILTY
2 OF VIOLATING OR WHO IS OTHERWISE DETERMINED TO HAVE VIOLATED STATE
3 OR FEDERAL LAW PROHIBITING HARASSMENT IN THE WORKPLACE TO
4 REIMBURSE HIS OR HER PUBLIC EMPLOYER FOR THE TOTAL AMOUNT OF ANY
5 MONIES PAID BY THE PUBLIC EMPLOYER TO COMPENSATE, LITIGATE, SETTLE
6 OR OTHERWISE PAY OR MITIGATE ANY DAMAGES CAUSED BY THE PUBLIC
7 EMPLOYEE'S BEHAVIOR; AND FOR RELATED PURPOSES.

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

9 **SECTION 1.** (1) A public employee who has been found guilty
10 of violating or who has otherwise been determined to have violated
11 state or federal law prohibiting harassment in the workplace shall
12 reimburse his or her public employer for the total amount of any
13 monies paid by the public employer to compensate, litigate, settle
14 or otherwise pay or mitigate any damages due to the public
15 employee's behavior that is determined to be a violation of state
16 or federal law prohibiting harassment in the workplace.

17 (2) For purposes of this section, the following terms shall
18 have the following meanings:

19 (a) "Public employee" means any employee, officer,
20 elected official or appointed official of a state agency or



21 department, a political subdivision of this state, municipality,
22 county, university, college, including a community or junior
23 college.

24 (b) "Pubic employer" means a state agency or
25 department, a political subdivision of this state, municipality,
26 county, university, college, including a community or junior
27 college.

28 **SECTION 2.** This act shall take effect and be in force from
29 and after July 1, 2018.

