



To: William D. Hoshijo, Executive Director
Hawaii Civil Rights Commission
830 Punchbowl Street, Room 411 Honolulu, Hawaii 96813-5095

Re: Implementing Act 206, L. 2011 (SB 229)
Employment Protections for Victims of Domestic and Sexual Violence

Hearing: October 18, 2011, 5:30 p.m.

From: Society for Human Resource Management - Hawaii Chapter

The Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”) represents nearly 1,000 human resource professionals in the State of Hawaii. On behalf of our members, we would like to thank you for giving us an opportunity to comment on the implementation of Act 206.

We respectfully request that provisions be adopted to ensure that accommodation(s) required to be made by employers are:

- related to a current safety need of the individual and
- flexible enough to permit an individualized assessment of that employee's safety needs.

We further request that employer accommodations such as job restructuring, flexible hours or a change of work location should be required only when they are related to a current and/or specific threat of violence. We therefore request guidance from the commission as to the timeframe during which an employee’s victim status is applicable needs to be specified. Is a past victim of domestic violence (“DV”) still entitled to the Act’s accommodations where no recent or current threat of continued DV exists?

SHRM Hawaii recently completed a "rapid response" survey of its members. Members who responded overwhelmingly reported that they presently offer flex-time, time off or late/early start times for employees reporting to be victims of domestic violence. SHRM Hawaii members stressed the need for education and training concerning new laws and regulations with implementation tips and techniques. SHRM Hawaii members strongly recommended that rules be clear and guidance be given as to their impact, effect and implementation.

Once again, thank you for this opportunity to provide you with this input.