

HB 1150 - AS INTRODUCED

2026 SESSION

26-2369

06/09

HOUSE BILL **1150**

AN ACT requiring disclosure of complaints to public employees within 5 business days.

SPONSORS: Rep. S. Pearson, Rock. 13

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill requires employers to notify public employees within 5 business days of receiving a complaint against them, including the complaint text and relevant information, unless disclosure is restricted by law, confidentiality, safety concerns, or investigative integrity. This bill also authorizes the department of labor to enforce the requirement and impose civil fines for noncompliance.

Explanation: Matter added to current law appears in ***bold italics***.
Matter removed from current law appears ~~[in brackets and struckthrough.]~~
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty-Six

AN ACT requiring disclosure of complaints to public employees within 5 business days.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 1 New Section; Notice of Complaints Against Public Employees. Amend RSA 275-E by inserting
2 after section 9 the following new section:

3 275-E:10 Notice of Complaints Against Public Employees.

4 I. For the purposes of this section, "complaint" means a written allegation of misconduct or
5 violation of law, rule, or policy made against a public employee and received by the employer from
6 any source, except as provided in paragraph IV.

7 II. Any employer that receives a complaint against a public employee shall, within 5
8 business days of receipt, provide written notice to the employee that a complaint has been received
9 and the date of receipt.

10 III. The notice to the employee shall include the text of the complaint and the identity of the
11 complainant, unless:

12 (a) Disclosure would violate state or federal law, including but not limited to protections
13 provided under whistleblower laws, anti-discrimination statutes, or federal privacy regulations;

14 (b) Disclosure would compromise the safety of the complainant, witnesses, or others;

15 (c) Disclosure would interfere with an ongoing investigation by law enforcement or a
16 regulatory agency;

17 (d) The complaint relates to allegations of sexual harassment, abuse, or other sensitive
18 matters where confidentiality is legally or ethically required; or

19 (e) The complaint was submitted anonymously.

20 IV. If paragraph III applies, the employer shall provide, within 5 business days, notice to the
21 employee that a complaint has been received and the general nature of the alleged conduct, to the
22 extent permissible by law, along with an explanation of the reason for withholding all or part of the
23 complaint or the complainant's identity.

24 V. Nothing in this section shall be construed to require disclosure of information that is
25 prohibited from disclosure by law, to impede law enforcement or regulatory investigations, or to
26 contravene protections provided to whistleblowers, complainants, or victims under state or federal
27 law.

28 VI. Any employer that fails to provide the notice required under this section, or knowingly
29 fails to comply with the exceptions in paragraph III, shall be subject to a civil fine, determined and
30 enforced by the department of labor.

31 2 Effective Date. This act shall take effect 60 days after its passage.