

TIX Education Specialists

"Bridging compliance and best practice."

HB 4107
House Committee on Judiciary
February 3, 2020

Chair Sanchez, Vice-Chairs Bynum and Sprenger, and Members of the Committee,

TIX Education Specialists provides training, consultation, and investigation services to K-12 schools and institutions of higher education. Our focus is on Title IX as well as federal and state sexual harassment and assault laws. Our goal is to bridge compliance with evidence-based, trauma-informed best practices to help educators and school administrators serve their students best.

We are writing you today in support of HB 4107, the Non-Discrimination Act of 2020. This bill addresses multiple forms of discrimination and will effectively pass the CROWN Act in Oregon to end hair discrimination in the workplace and school.

It is widely known that oppression and systems of violence are interconnected. We offer our support for HB 4107 in that it creates a point of protection for the nuanced and intersecting identities of Oregonians. Upon passage, this bill will work to make school and workplace dress codes more equitable by mandating that they do "not have a disproportionate adverse impact on members of a protected class to a greater extent than the policy impacts persons generally."

Oregonians deserve to attend school and work free from discrimination. We encourage your support of this bill as it will provide protection for Oregonians and how they express their themselves, regardless of their race, color, religion, sex, sexual orientation, national origin, marital status, age, or disability.

Respectfully,

Sammy Brace
Policy & Communications Manager