

REVENUE: No revenue impact

FISCAL: May have fiscal impact, statement not yet issued

Action: Without Recommendation as to Passage and Be Referred to the Committee on Rules

Vote: 5 - 0 - 0

Yeas: Avakian, Beyer, Gordly, Monroe, Prozanski

Nays: 0

Exc.: 0

Prepared By: Anna Braun, Administrator

Meeting Dates: 4/16, 4/30

WHAT THE MEASURE DOES: Makes “harassment intimidation or bullying” an unlawful employment practice. Allows for civil legal action.

ISSUES DISCUSSED:

- Workplace harassment
- Countries that have adopted similar legislation

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: ORS Chapter 659A governs unlawful employment practices. Current unlawful practices include discrimination due to race, color, religion, sex, national origin, marital status, age or disability. SB 1035 would add subjecting an employee to “harassment, intimidation or bullying” to the list of unlawful employment practices.

“Harassment, intimidation or bullying” means any persistent verbal or physical act of an employer or employee, unrelated to an employer’s legitimate business interests, that a reasonable person would find threatening, intimidating, humiliating, hostile or offensive.

Violations of SB 1035 will allow for a civil legal action but not enforcement by the Bureau of Labor and Industries.