

**Kate Brown**  
Governor



**Oregon Commission for Women**  
"Advocating Equality and Diversity"  
1819 SW 5th Ave., Portland, OR 97201  
O 503.302.9725/F 503.473.8519  
Email: [oaco.mail@oregon.gov](mailto:oaco.mail@oregon.gov)  
Website: [www.oregon.gov/Women](http://www.oregon.gov/Women)

**Testimony in Support of HB 3060**  
**May 15, 2017, Hearing Room A, 3:00pm**  
**Senate Committee on Workforce**

Chair Taylor and members of the committee:

The Oregon Commission for Women strongly support HB 3060A. HB 3060A will require companies seeking state contracts valued at \$150,000 or more to certify that they do not discriminate on the basis of one or more listed invidious classifications, including race, national origin, religion, disability, age, marital status, sex, and actual or perceived gender identity. It would also require that contractors certify that they have policies and practices prohibiting sexual harassment, and sexual assault.

Organizations, business and non-profits should adopt clear sexual harassment, sexual assault, and discrimination policy to do business with our state. Our states workers need leadership and accountability that clearly states that: We don't tolerate harassment and we will hold those who engage in harassment responsible. If the leaders and captains of Oregon's industries take this small step before they do business with the state, it will have a dramatic effect on our states culture.

Workplace harassment is a persistent problem and it's on all of us to be a part of the fight to stop workplace harassment and discrimination. Oregon industries are cultural leaders in workplace practices, but they have not all fully adapted to the Title VII of the Civil Rights act law which protect workers' rights by prohibiting discrimination. A culture of workplace harassment can be changed, but it require action, it requires a holistic efforts, and it requires leadership to reverse.

The impact of this law in Oregon could spur a new wave of marginalized minorities joining industries that have shut them out or help to grow the number of women in traditionally male fields. This bill is a measure of our states leadership in the anti-harassment efforts that have made incremental progress over several decades and moved us forward. HB 3060A is a proactive policy that is one small step to ensure that all of Oregon's communities prosper equitably.

The Oregon Commission for Women steadfastly oppose all forms of sex and gender discrimination and urge the adoption of HB 3060A, to ensure that Oregonians enjoy equal employment opportunities.

Respectfully,

Kim Olson, Vice Chair of the Oregon Commission for Women

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