

Good evening, Senator Taylor,

I am a State employee and I am a victim of harassment, abuse, bullying and retaliation. I voiced my grievance to my direct supervisor with no results. I then contacted my union steward who encouraged me to find allies and document my experience.

My grievance was rejected by our agency director after I met with human resources. At no time did the director or deputy director ask to speak with me. I have appealed but my grievance is in abeyance pending the results of an outside investigation. Four months after filing, I still face the perpetrator of this abuse daily.

While I do not wish to reopen my complaint anew, I wanted to voice my support for not just policy but law that adds teeth to policies on respectful and harassment-free workplaces in Oregon.

The abuse I have experienced include but is not limited to expletive-laced tirades, public tongue lashings, direct insults to and about me and my team to others, being told I was clueless - a worthless employee, and that my work quality was "bush-league" or garbage (though never receiving any direction to improve). Once, I voiced concern over potentially unethical behavior and was told to never question a manager. Their integrity was untouchable and that I did not want to be "that-guy". My role was to show up, shut up, stay in my lane and keep my head down. To do my \*\*\*\* job.

Well, I am now well beyond being that guy. Two others that complained of mistreatment were removed from trial service. One was sent back to their former agency after having trial service extended when the employee was unwilling to backdate performance evaluations. Another was removed from trial service and sent to another program area - after 11 years in our section and immediately following 3 months of medical disability leave. A third was essentially demoted (though they continue to do the same work). I have had my work area size reduced without any business need. Duties have been reassigned without justification. I have been reprimanded without any reasonable explanation or valid justification. That was days after I voiced a concern about the unethical behavior previously noted.

I am happy to meet with you on my own time to discuss this further as something must be done. If not to protect myself, than to protect those that follow me; to protect my daughters that will one day enter a workforce that is hopefully free of harassment and those that enable, foster, perpetrate and tolerate abuse. It has become a daily struggle to simply come to work each day and constantly put forth high quality work under the cloud of abuse.

Respectfully.