

## HB 2589 -1 STAFF MEASURE SUMMARY

### House Committee On Judiciary

---

**Prepared By:** Channa Newell, Counsel

**Meeting Dates:** 2/26

---

#### **WHAT THE MEASURE DOES:**

Updates language in employment discrimination statutes. Removes provision that failure to provide reasonable accommodation for individual with disability arising out of transsexualism is not an unlawful employment practice.

#### **ISSUES DISCUSSED:**

##### **EFFECT OF AMENDMENT:**

-1 Specifies that sexual orientation is not a physical or mental impairment. Removes reference to transgender status.

##### **BACKGROUND:**

The Americans with Disabilities Act (ADA) became law in 1990. Among several areas of public life, the ADA prohibits discrimination against individuals with disabilities in employment. Oregon parallels the ADA in Chapter 659A of the Oregon Revised Statutes. Current Oregon law, mirroring federal law, requires reasonable accommodations be made by employers for employees with disabilities. Current Oregon law recognizes reasonable accommodations as making existing facilities accessible and usable, restructuring a job schedule, acquiring or modifying equipment or devices, adjustment of examinations, training materials, or policy, or providing interpreters or readers. Current law specifies that an employer may not be found to have engaged in an unlawful employment practices solely because the employer failed to provide reasonable accommodation to an individual with a disability arising out of transsexualism.

House Bill 2589 updates language relating to sexual orientation and removes language stating that employer's failure to provide reasonable accommodations arising out of transsexualism is not an unlawful employment practice.