



## Oregon AFSCME Urges Your Support of SB 479

Dear Chair Taylor, Vice-chair Knopp and members of the Senate Workforce Committee,

Thank you, for this opportunity to provide testimony in support of SB 479. Oregon AFSCME represents nearly 27,000 employees in the state, mostly state, county and municipal employees as well as many employees at OHSU, and many non-profits.

For too long we have swept under our collective rug harassment and abuse and SB 479 and other bills addressing harassment in the workplace are far overdue. The responsibility is with all of us to ensure that everyone feels safe in the spaces that we occupy. As we collectively work to make our work, learning and public spaces safer, more welcoming and more inclusive it is import to have laws that set the expectations of employers and move our society toward those expectations. SB 479 and the proposed amendments set those expectations for our public employers for creating safe and harassment free work spaces by requiring written policies prohibiting harassment, the process of redress, the timeline for the process, provisions to protect the identity of the individuals reporting threaten or harmful behavior and other items that make the process clear to all involved. All employees should have a clear process to report and have action taken when they have been harassed, bullied, or otherwise made to feel unsafe while providing for themselves and their families through work.

Please support the voices of those who have been brushed off, ignored or actively silenced and prevent further trauma from occurring and pass SB 479. AFSCME also urges you to pass these types of protection for all employees in Oregon, not just our public employees.

Respectfully submitted by Eva Rippeteau, political coordinator, Oregon AFSCME Council 75