

May 9, 2019

To: Members of the House Committee on Judiciary
From: Andrea Williams, Executive Director, Causa Oregon
RE: SB 726A Support, Oregon Workplace Fairness Act

Dear Chair Williamson and members of the House Committee on Judiciary,

Causa is Oregon's Latino immigrant rights organization. Founded in 1995, we work to improve the lives of Latino immigrants and their families in Oregon through advocacy, coalition building, leadership development, and civic engagement. Causa supports SB 726A.

SB 726A provides better workplace protections for job applicants and employees that suffered from workplace discrimination. The one-year filing limitation does not protect harassment victims. Workplace harassment goes unreported because victims feel shame and fear of retaliation. Retaliation against women who speak up against workplace sexual assault may involve threats to call Immigration and Customs Enforcement or to revoke temporary work visas.¹ More importantly, it takes victims more than one year to report unwelcome conduct. Workers in low wage industries are vulnerable to workplace discrimination and least likely to seek a remedy. Changing the statute of limitations from one year to five years will help cure workplace discriminations because victims have more time to report the harmed conduct.

SB 726A will provide better employee protections for people facing workplace discrimination and harassment. I urge your support on SB 726A.

Sincerely,

Andrea Williams
Executive Director, Causa

¹ <https://iwpr.org/publications/sexual-harassment-work-cost/>