

WFA: The Workplace Fairness Act Written Testimony Template

Date: 05/09/2019

To: Chair Williamson
Vice-Chair Gorsek
Vice-Chair Sprenger
Members of the House Committee on Judiciary

From: Mia K. Scofield, Managing Member of Anabaglish, L.L.C. and Member of Chinook-Asia, L.L.C.

RE: Anabaglish, L.L.C. and Chinook-USA L.L.C. Support for SB 726A, The Oregon Workplace Fairness Act

Chair Williamson, Vice-Chair Gorsek, Vice-Chair Sprenger and members of the House Committee on Judiciary:

Thank you for the opportunity to testify today in support of SB 726A. My name is Mia Scofield, and I own Anabaglish. Anabaglish imports quality leather bags from India for sale in the USA. I am also a partner in Chinook-Asia. Chinook-Asia imports quality shoes from Mexico, China, Vietnam and Cambodia for sale in the USA and Canada.

Anabaglish and Chinook-Asia support SB 726A in order to protect workers that have faced discrimination in the workplace. We know that current laws don't go far enough to protect harassment victims at work and we support SB 726A because it addresses discrimination and harassment in the workplace through a holistic review of discrimination protection.

We are particularly supportive of the model policies BOLI is instructed to create in this bill. As an employer I know it is in my best interest to create a safe environment for my employees. A safe work environment is a productive and innovative environment.

I want all of my employees to know what is acceptable and what is not acceptable. I would very much appreciate a road map regarding how to share expectations with employees and the steps to take if a transgression were to occur. Knowledge is key to understanding. First my employees and I need the appropriate information, then we can act on it. This protects me as well as my employees. At my companies we utilize a form that employees sign stating that our place of business is a harassment free zone, but we would welcome additional materials and guidance on this matter.

I also support the statute of limitations extension, the provisions preventing employers from requesting non-disclosure and no-rehire agreements and allowing employers to choose not

to award severance packages to harassers. All of the components in SB 726A set forth a clear and fair standard for employers to address discrimination and harassment.

Anabaglish L.L.C. and Chinook L.L.C. respectfully request the committee to support SB 726A.