



Oregon Student Association

May 8, 2019

To: House Committee on Judiciary
From: Lizbeht Marquez
RE: Senate Bill 726, The Workplace Fairness Act

Chair Williamson, Vice-Chairs Gorsek & Sprenger, and Members of the Committee,

My name is Lizbeht Marquez, I am a student at Western Oregon University, and I am a Policy Associate for the Oregon Student Association. The Oregon Student Association is a statewide organization that represents 130,000 students in Oregon whose mission is to work for an affordable and accessible higher education. I am here to urge your support of SB 726 which would better protect workers that have faced discrimination in the workplace.

Students are not just concerned about their safety on campus but also in their places of work. Even more so, women continue to express their concern regarding their safety both on and off campus. We know that current laws do not go far enough to protect harassment victims at work because with 75% of women facing retaliation from a sexual harassment claim, this is a legitimate fear. 82% of EEOC charges were filed by women. Women of color are even more disproportionately victims, filing 56% of the claims while only making up 37% of the workforce and black women specifically are three times more likely to file a claim of harassment than their white counterparts.

SB 726 would help place protection for women in the workplace by preventing employers from asking for nondisclosure agreements that relate to discrimination, extending Statute of Limitations for discrimination in employment situations to five years.

By having BOLI create standards and procedures for employers and employees regarding sexual harassment, we will begin to create an environment where all women in Oregon can work with dignity and respect.

This is why the Oregon Student Association supports SB 726 and we encourage this committee to pass it.

Thank you for your time.

Sincerely,

Lizbeht Marquez

OREGON STUDENT ASSOCIATION

The Oregon Student Association (OSA) is a statewide, student-led advocacy and organizing non-profit established in 1975 to represent, serve, and protect the collective interests of students in postsecondary education in Oregon

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