



Testimony in Support of the Oregon Workplace Fairness Act

**Submitted by: Grayson Dempsey, Executive Director
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Chair Williamson, Vice-Chair Gorsek, Vice-Chair Sprenger and members of the House Committee on Judiciary:

NARAL Pro-Choice Oregon is dedicated to developing and sustaining a constituency that uses the political process to guarantee every woman the right to make personal decisions regarding the full range of reproductive choices, including preventing unintended pregnancy, bearing healthy children, and choosing legal abortion. Economic justice and reproductive justice are intimately connected. Without economic security, women's access to healthcare is vulnerable and their ability to take care of themselves and their families is threatened. The ability to earn a paycheck in a safe environment free from sexual harassment is at the core of economic security.

We support SB 726A as this legislation will better protect workers who have faced discrimination in the workplace. Freedom from sexual harassment and violence and equal opportunities in the workplace are essential components of reproductive justice—and we know that current laws don't go far enough to protect survivors of harassment in the workplace.

As women are disproportionately victims of harassment. 82% of EEOC charges were filed by women.¹ Women of color are even more disproportionately victims, filing 56%² 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.³ By implementing new protections for survivors of sexual harassment and discrimination, as well as standing 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.

¹ https://www.eeoc.gov/eeoc/task_force/harassment/upload/report.pdf

² https://www.eeoc.gov/eeoc/task_force/harassment/upload/report.pdf

³ IPUMS-CPS, University of Minnesota, www.ipums.org.

We respectfully request the committee support SB 726A and commends the legislature for giving this legislation due consideration in service to your constituencies and Oregonians from across the state. This bill is critical to the workplace safety of all Oregonians.