



OREGON STATE SENATE

SB 479: Public Employer Workplace Harassment Policies

Under SB 479, public employers must have workplace harassment policies that include employees, volunteers, elected officials and interns. The bill conforms with SB 726 as it relates to nondisclosure agreements and rehire policies. In the most simple terms, SB 479 simply ensures all employees have access to clear, unbiased information.

Public employers are required to provide the following written information to employees at the time of hire and at any time an employee raises concerns about workplace harassment:

- A copy of the employer's workplace harassment policy
- A listing of all available avenues of redress (workplace policy, BOLI, civil or criminal litigation), including the statute of limitations under each option
- A statement that the individual cannot be prohibited from speaking about workplace harassment
- Requires proactive follow up with individual who believes they were victim of workplace harassment unless they request such contact not occur