

**FISCAL IMPACT OF PROPOSED LEGISLATION**

80th Oregon Legislative Assembly – 2019 Regular Session  
Legislative Fiscal Office

**Measure: SB 479 - A**

***Only Impacts on Original or Engrossed  
Versions are Considered Official***

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Prepared by: Haylee Morse-Miller  
Reviewed by: Michelle Deister, John Borden, Paul Siebert  
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**Measure Description:**

Requires public employers to adopt policies to prevent workplace harassment.

**Government Unit(s) Affected:**

Bureau of Labor and Industries (BOLI), Department of Administrative Services (DAS), Department of Justice (DOJ)

**Summary of Fiscal Impact:**

Costs related to the measure are anticipated to be minimal - See explanatory analysis.

**Analysis:**

SB 479 - A requires public employers to adopt policies to prevent and investigate workplace harassment. Policies are to be provided to all public employees by their employers. Employers must establish processes for victims of workplace harassment to file complaints and must follow up with victims every three months for the following year to make sure no retaliation has occurred. The measure also outlines restrictions on employers conditioning employment on nondisclosure of workplace harassment, and places restrictions on separation agreements.

There is no or minimal fiscal impact anticipated for most state agencies as a result of this measure.

There are potential impacts for the Bureau of Labor and Industries (BOLI), as under this measure, victims of workplace harassment may seek redress through the BOLI complaint resolution process. BOLI may need to return to the Emergency Board or an interim legislative session to request additional staffing resources should there be a large number of complaints filed as a result of this measure.