

**FISCAL IMPACT OF PROPOSED LEGISLATION**

**Measure: SB 479 - B**

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

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

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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), Oregon Judicial Department (OJD)

**Summary of Fiscal Impact:**

Costs related to the measure are indeterminate at this time - See explanatory analysis.

**Analysis:**

SB 479 - B 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.

The measure creates a new type of claim that may be filed with the Bureau of Labor and Industries (BOLI) and requires the adoption of new administrative rules for how these claims will be determined and administered. The fiscal impact on BOLI is dependent on the number of related claims that could be filed with the agency’s Civil Rights Division. By extension, the agency’s Administrative Prosecution Unit may see additional contested case proceedings relating to private settlement agreements or the follow up and employer policy requirements. BOLI may need to return to the Emergency Board or an interim legislative session to request additional staffing resources should the agency be unable to accommodate the increase in claims and/or contested case hearings that may be filed as a result of this measure.