

HOUSE AMENDMENTS TO HOUSE BILL 2936

By COMMITTEE ON JUDICIARY

April 16

1 On page 1 of the printed bill, line 2, before the period insert “; creating new provisions; and
2 amending ORS 659A.330”.

3 Delete lines 4 through 27 and delete page 2 and insert:

4 **“SECTION 1. Sections 2 to 4 of this 2021 Act are added to and made a part of ORS
5 181A.355 to 181A.670.**

6 **“SECTION 2. The Legislative Assembly finds that:**

7 **“(1) Racism has no place in public safety.**

8 **“(2) Law enforcement officers hold a unique position in our community and must dem-
9 onstrate principles of equity, transparency, honesty and trust with all members of society.**

10 **“(3) Membership or participation in hate groups, racial supremacist organizations or
11 militant groups erodes public trust in law enforcement officers and community safety.**

12 **“(4) Participation in racist organizations and displays of symbols of racism or racial su-
13 premacy are at odds with the position of trust and authority law enforcement officers occupy
14 in our community.**

15 **“SECTION 3. The Department of Public Safety Standards and Training shall create a
16 uniform background checklist and a standardized personal history questionnaire for use by
17 law enforcement units in hiring applicants to be public safety officers. The checklist must
18 include a description of the law enforcement unit’s investigation of the applicant, including
19 but not limited to:**

20 **“(1) Information about a psychiatric or psychological evaluation of the applicant, includ-
21 ing the evaluator’s name and license number and an assessment of the applicant’s tenden-
22 cies, feelings and opinions toward diverse cultures, races and ethnicities and differing social,
23 political, economic and life statuses;**

24 **“(2) Investigation of the applicant’s finances; and**

25 **“(3) Identification of at least three references provided by the applicant that are inter-
26 viewed by the law enforcement unit.**

27 **“SECTION 4. A law enforcement unit that employs police officers or reserve officers
28 shall adopt policies that set standards for speech and expression by officers in and outside
29 the course and scope of employment. The policies must apply to all forms of speech and ex-
30 pression, including but not limited to film, video, print media, public and private speech and
31 use of Internet services including but not limited to electronic mail, file transfer, remote
32 computer access, news services, social networking, social media, instant messaging, blogs,
33 forums and video and other file-sharing sites. The policies may not violate the constitutional
34 rights to free speech and expression.**

35 **“SECTION 5. (1) As used in this section:**

1 “(a) ‘Employment information’ means written information in connection with job appli-
2 cations, performance evaluations, attendance records, disciplinary actions, eligibility for re-
3 hire and other information relevant to the performance of a public safety officer.

4 “(b) ‘Law enforcement unit’ has the meaning given that term in ORS 181A.355.

5 “(c) ‘Public safety officer’ has the meaning given that term in ORS 181A.355.

6 “(2) When an employer receives a request for employment information from a law
7 enforcement unit for the purpose of hiring an applicant to be a public safety officer, the
8 employer shall provide the employment information to the law enforcement unit if:

9 “(a) The request is made in writing; and

10 “(b) The request is accompanied by a notarized authorization by the applicant releasing
11 the employer of liability.

12 “(3) An employer may charge reasonable fees to cover actual costs incurred in disclosing
13 employment information under this section.

14 “(4) An employer is not subject to civil liability arising out of the disclosure of employ-
15 ment information under this section.

16 “(5) A law enforcement unit may bring an action for an injunction in circuit court to
17 compel an employer to disclose employment information under this section.

18 “(6) Employment information disclosed to a law enforcement unit under this section is
19 confidential as provided in ORS 192.355 (4) and may not be further disclosed by the law
20 enforcement unit, except to another law enforcement unit conducting a background check
21 for the purpose of hiring the applicant. A law enforcement unit that receives employment
22 information from another law enforcement unit under this subsection may use the informa-
23 tion only for investigative leads and shall independently verify the information.

24 “SECTION 6. ORS 659A.330 is amended to read:

25 “659A.330. (1) It is an unlawful employment practice for an employer to:

26 “(a) Require or request an employee or an applicant for employment to establish or maintain a
27 personal social media account, or to disclose or to provide access through the employee’s or
28 applicant’s user name and password, password or other means of authentication that provides access
29 to a personal social media account;

30 “(b) Require an employee or an applicant for employment to authorize the employer to advertise
31 on the personal social media account of the employee or applicant;

32 “(c) Compel an employee or applicant for employment to add the employer or an employment
33 agency to the employee’s or applicant’s list of contacts associated with a social media website;

34 “(d) Except as provided in subsection (4)(b) of this section, compel an employee or applicant for
35 employment to access a personal social media account in the presence of the employer and in a
36 manner that enables the employer to view the contents of the personal social media account that
37 are visible only when the personal social media account is accessed by the account holder’s user
38 name and password, password or other means of authentication;

39 “(e) Take, or threaten to take, any action to discharge, discipline or otherwise penalize an em-
40 ployee for the employee’s refusal to:

41 “(A) Establish or maintain a personal social media account;

42 “(B) Disclose, or provide access through, the employee’s user name and password, password or
43 other means of authentication that is associated with a personal social media account;

44 “(C) Add the employer to the employee’s list of contacts associated with a social media website;

45 or

1 “(D) Access a personal social media account as described in paragraph (d) of this subsection;
2 or
3 “(f) Fail or refuse to hire an applicant for employment because the applicant refused to:
4 “(A) Establish or maintain a personal social media account;
5 “(B) Disclose, or provide access through, the applicant’s user name and password, password or
6 other means of authentication that is associated with a personal social media account;
7 “(C) Add the employer to the applicant’s list of contacts associated with a social media website;
8 or
9 “(D) Access a personal social media account as described in paragraph (d) of this subsection.
10 “(2) An employer may require an employee to disclose any user name and password, password
11 or other means for accessing an account provided by, or on behalf of, the employer or to be used
12 on behalf of the employer.
13 “(3) An employer may not be held liable for the failure to request or require an employee or
14 applicant to disclose the information specified in subsection (1)(a) of this section.
15 “(4) Nothing in this section prevents an employer from:
16 “(a) Conducting an investigation, without requiring an employee to provide a user name and
17 password, password or other means of authentication that provides access to a personal social media
18 account of the employee, for the purpose of ensuring compliance with applicable laws, regulatory
19 requirements or prohibitions against work-related employee misconduct based on receipt by the
20 employer of specific information about activity of the employee on a personal online account or
21 service.
22 “(b) Conducting an investigation permitted under this subsection that requires an employee,
23 without providing a user name and password, password or other means of authentication that pro-
24 vides access to a personal social media account of the employee, to share content that has been
25 reported to the employer that is necessary for the employer to make a factual determination about
26 the matter.
27 “(c) Complying with state and federal laws, rules and regulations and the rules of self-regulatory
28 organizations.
29 “(5) Nothing in this section prohibits an employer from accessing information available to the
30 public about the employee or applicant that is accessible through an online account.
31 “(6) If an employer inadvertently receives the user name and password, password or other means
32 of authentication that provides access to a personal social media account of an employee through
33 the use of an electronic device or program that monitors usage of the employer’s network or
34 employer-provided devices, the employer is not liable for having the information but may not use the
35 information to access the personal social media account of the employee.
36 “(7) **This section does not apply to an employer that is a law enforcement unit as defined**
37 **in ORS 181A.355.**
38 “[(7)] (8) As used in this section:
39 “(a) ‘Personal social media account’ means a social media account that is used by an employee
40 or applicant for employment exclusively for personal purposes unrelated to any business purpose of
41 the employer or prospective employer and that is not provided by or paid for by the employer or
42 prospective employer.
43 “(b) ‘Social media’ means an electronic medium that allows users to create, share and view
44 user-generated content, including, but not limited to, uploading or downloading videos, still photo-
45 graphs, blogs, video blogs, podcasts, instant messages, electronic mail or Internet website profiles

1 or locations.”.

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