

Requested by Representative NERON

**PROPOSED AMENDMENTS TO
HOUSE BILL 2935**

1 On page 1 of the printed bill, line 24, delete “and”.

2 In line 25, after the semicolon insert “and

3 “(iii) Permit a student to wear religious clothing in accordance with the
4 student’s sincerely held religious belief and consistent with any safety and
5 health requirements;”.

6 On page 2, line 44, delete “and”.

7 After line 44, insert:

8 “(ii) Reasonably accommodates the ability of an individual to wear reli-
9 gious clothing in accordance with the individual’s sincerely held religious
10 beliefs; and”.

11 In line 45, delete “(ii)” and insert “(iii)”.

12 On page 5, delete lines 30 through 34 and insert:

13 “(5) This section does not prohibit an employer from enforcing an other-
14 wise valid dress code or policy, if:

15 “(a) The employer provides, on a case-by-case basis, for reasonable ac-
16 commodation of an individual based on the health and safety needs of the
17 individual;

18 “(b) The employer reasonably accommodates the ability of an employee
19 to wear religious clothing in accordance with the employee’s sincerely held
20 religious beliefs as provided in ORS 659A.033; and

21 “(c) The dress code or policy does not have a disproportionate adverse

1 impact on members of a protected class to a greater extent than the policy
2 impacts persons generally.”.

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