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**State of Oregon**  
**LEGISLATIVE BRANCH PERSONNEL RULES**

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**Legislative Branch Personnel Rule 5: Equal Employment Opportunity**

**APPLICABILITY:** This rule applies to all members of the Legislative Assembly and all Legislative Branch employees, where not in conflict with an applicable collective bargaining agreement or law.

- (1) It is the policy of the Legislative Assembly to provide fair and equal employment opportunity. The Legislative Assembly strives to provide and achieve a workforce that represents the diversity of the State of Oregon. Therefore, legislative agencies shall ensure that:
- (a) Equal employment opportunities are afforded to all applicants and employees by making employment-related decisions that are nondiscriminatory. As used in this subsection, “employment-related decisions” includes, but is not limited to, hiring, promotion, demotion, transfer, termination of employment, layoff, training, compensation, benefits and performance evaluations.
  - (b) Employment practices are consistent with state and federal laws and:
    - (A) Promote good faith efforts to achieve a more diverse workforce, which include, but are not limited to, hiring persons with disabilities.
    - (B) Develop diverse applicant pools for position vacancies and assess the diversity of an applicant pool prior to closing a position vacancy announcement. Diverse applicant pools must be developed by using outreach strategies, which include but are not limited to using targeted professional organizations, employee networks, community organizations and résumé banks.
  - (c) All recruitment, hiring, training, promotions and transfers, and administration of all personnel policies, procedures, practices, programs and services are conducted or administered without regard to:
    - (A) Race, color, religion, national origin, sex, age, marital status, mental or physical disability or sexual orientation.
    - (B) Political affiliation, except that the political affiliation of a person applying for employment with or who is employed by a member of the Legislative Assembly on the member’s personal staff, the leadership offices or the caucus offices may be considered when making employment-related decisions.
- (2) Employee Services shall participate in an automated affirmative action tracking system.
- (3) Discrimination in the workplace due to race, color, religion, national origin, sex, age, marital status, mental or physical disability or sexual orientation is a form of harassment. An employee who believes the employee has been a victim of discrimination in the workplace may seek

redress under LBPR 27 (~~Harassment-Free Workplace~~Safe, Respectful and Inclusive Workplace).

- (4) Nothing in this rule precludes any person from pursuing administrative remedies with the Bureau of Labor and Industries or the federal Equal Employment Opportunity Commission.

Approved: ~~1-26-2022~~DRAFT