

SB 692 -1 STAFF MEASURE SUMMARY

Senate Committee On Labor and Business

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Sub-Referral To: Joint Committee On Ways and Means

Meeting Dates: 2/7

WHAT THE MEASURE DOES:

Requires Department of Human Services (department) to develop or acquire and maintain information system for tracking investigations of workplace discrimination and harassment. Directs department to develop formal training program for state agency personnel who investigate allegations of workplace discrimination and harassment. Establishes minimum requirements for training program.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

-1 Replaces Department of Human Services with Oregon Department of Administrative Services.

BACKGROUND:

ORS Chapter 659A encompasses Oregon laws on unlawful employment discrimination. The Bureau of Labor and Industries (bureau) is authorized to prevent unlawful discrimination, including the power to conduct investigations, take evidence, and the like. Employees may file complaints with the bureau alleging an unlawful employment practice or discrimination. The bureau must cease an investigation into an unlawful employment discrimination claim once a civil action has been filed alleging the same matters that form the basis of the complaint.

The Oregon Department of Administrative Services maintains a Human Resource Policy section. In part, the Human Resource Policy section provides consulting services to state agency human resource offices and works with other state agencies to create or revise human resource policies.

Senate Bill 692 requires the Department of Human Services (department) to develop and maintain an information system for tracking workplace discrimination and harassment investigations. It also directs the department to develop a training program for state agency personnel who investigate workplace discrimination and harassment allegations.