

Attention Senate Labor and Business Committee:

In regards to: Senate Bill #692 Hearing:

For the record, my name is Misty Orlando. In the workplace, I have personally been the target of harassment (bullying), without 'protected class status', and lack of an impartial Human Resource personnel (where I currently am employed), as well as Union assistance with the legal ability to protect members who do not fall within a "protected class" against workplace harassment, (BOLI Oregon & Federal Law regarding bullying, protects those who are harassed and discriminated because of national origin, age, veterans, gender and race). The abuse from Superiors included physical assault, intentional trashing of my work station ie. work area, excessive scheduled work days in a row that overlapped from one week to the next in which resulted in a longer work week with rotating days off after 6-9 days worked. I also experienced verbal abuse, gaslighting, and public humiliation by multiple Supervisors repeatedly, as well as character assassination, undermining, discrediting, excessive work load and false allegations. The result which then required the need for long term and current psychiatric therapy sessions and doctor prescribed anxiety and depression medication for PTSD, and currently, "intermittent FMLA" approved for one mental health day of a month for work related stress.

Approximately fifty percent of employees experience workplace bullying and harassment because there are not laws currently in place to protect all workers to be free from psychological harm. Chronic anxiety can lead to long term physical symptoms. Many individuals who suffer from workplace bullying and harassment suffer from anxiety and stress. The mental and physical impacts due to preventable workplace abuse is even more traumatizing as it begins to seep over into the families and children of affected workers. Employees can experience suicide ideation, lower task performance, productivity, and morale. There is organizational cost which includes higher absenteeism, turnover, training cost, and employee benefit cost. There is also an economic loss that trickle downs to tax payers. Virtually everyone is impacted by workplace abuse. "In short, *all forms* of bullying and abuse have the capacity to physically harm the brain. The damage is visible on brain scans", Dr Jennifer Fraser author of *The Bullied Brain: Heal Your Scars and Restore Your Health* was published in April 2022 by **Rowman & Littlefield**. "Why do we have laws that protect the body - including not allowing a workplace to be unsafe in terms of fire...wearing protective equipment, having first aid kits, but you can run a wholly unsafe, harmful workplace with next to no legal protection for victims when the part of the body that's harmed is the brain" by Dr. Jennifer Fraser.

Along with 'tracking investigations related to allegations of workplace discrimination and harassment and sharing between state agencies' as mentioned in Senate Bill #692, I humbly hope this hearing can review additional amendments related to "The Workplace Psychological Safety Act", as provided by Senator Manning, to pave the way for protect for all workers, regardless of protected class, from workplace harassment, bullying, mobbing and retaliation. I further hope that legislators requires business in Oregon to provide programs and policies for early detection, prevention, training, and could restructure state agencies to add and can operate as third party investigator into the fore mentioned abuses that can lay the groundwork for legal recourse for all employees who are effected from psychological harassment in Oregon Workplaces.

I humbly ask my state government to protect all Oregon workers from bullying harassment in the workplace.

Thank you, Misty Orlando