

**DEB PATTERSON
STATE SENATOR/SENADORA ESTATAL
DISTRICT 10/DISTRITO 10**



OREGON STATE SENATE/SENADO DEL ESTADO DE OREGON

Chair Holvey, Vice Chairs Elmer and Sosa, and Honorable Members of the Committee,

My name is Deb Patterson, and I serve as the State Senator for District 10, which includes South Salem, West Salem, Monmouth, and Independence.

I am writing to you today to voice my support for HB 2800.

Most Oregonians can agree the law should protect employees from workplace discrimination. Oregon state law and US federal law both explicitly prohibit workplace age discrimination. However, compared to other types of discrimination claims, age discrimination cases are more likely to be dismissed, even when the claims are supported by the same types of evidence. As a result, victims of age discrimination are too often left without recourse for the harms they experienced. It is clear that additional protections are needed to strengthen Oregon's workplace discrimination law to protect older adults.

HB 2800 would address this issue by clarifying the definition of age discrimination under Oregon law. The bill would prohibit employers from requiring applicants to disclose their age or graduation date before their first interview and restrict the use of characteristics that are commonly used as a proxy for age.

Employees should be evaluated based on their work performance, not on their age, and victims of age discrimination deserve to have their day in court. I urge your support of this bill.

Thank you,

A handwritten signature in cursive script that reads "Deb Patterson".

Deb Patterson