

Submitter: Misty Orlando

On Behalf Of:

Committee: Senate Committee On Labor and Business

Measure: SB851

Attention Senate Labor and Business Committee: In regards to: Dash 1-Amendment to Senate Bill #851-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 over lapped from one week to the next in which resulted in an longer work week with rotating days off after 6-9 days worked. I also experienced verbal abuse, gaslighting, hostile work environment, sabotage 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 impact 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.

Senate Bill #851 and LC# 3591 (Dash 1-amendment) is the first step forward requiring BOLI action, as well as Oregon companies and the management to employee from engaging in workplace bullying for ALL Oregonians, as provided by Senator Manning and Representative Nelson. This paves the way for protect for all workers, regardless of protected class, from workplace harassment. LC #3591 (Draft), as an amendment to Senate Bill #851 that will also establish businesses 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