



LEGISLATIVE EQUITY OFFICE

ANNUAL REPORT

August 2023-December 2024¹

¹ The report covers the time period after the current Legislative Equity Officer was hired through December 2024. Future annual reports will cover only a 12 month period.

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VISION

The Legislative Equity Office envisions a general assembly free from harassment, discrimination, and retaliation, where people are treated equally and with respect; diverse opinions and perspectives are sought and valued; the voices of the people are heard; and ideas that can transform communities are fully realized.

MISSION & STRATEGIES

The Legislative Equity Office is committed to promoting, sustaining, and ensuring an inclusive, safe, and welcoming environment for volunteers, interns, staff, lobbyists, elected officials, and the public. To meet this mission, the Legislative Equity Office shall:

1. Promptly document all reports of harassment, discrimination, and retaliation, subject to requests for confidentiality.
2. Conduct a thorough and impartial investigation into all claims of harassment, discrimination, and retaliation with efficiency and integrity.
3. Develop and deliver a strategic educational plan for interns, staff, lobbyists, and members.
4. Collaborate with public, private, and non-profit groups and impacted communities.
5. Produce annual reports with recommendations to the Legislature to mitigate and eradicate harassment, discrimination, and retaliation.

EXECUTIVE SUMMARY

This report covers activities of the Legislative Equity Office (LEO) from August 2023 through December 2024. Because the LEO was vacant for several years, rebuilding of the agency was a top priority. This included developing a mission, vision, strategic plan, and goals, hiring staff, building digital resources, and a database for collecting information. In addition, the office prioritized its enforcement mandate by receiving and processing reports in a timely manner and providing appropriate services. Lastly, the LEO devoted significant time to developing and delivering the mandatory annual trainings for lobbyists, staff, and legislative members.

The LEO received 60 reports concerning 53 separate incidents. Of the 53 incidents, 39 triggered a review under Legislative Branch Personnel Rule 27, hereinafter referred to as “Rule 27” or “the Rule.” Sex was identified as the protected class in the majority of the Rule 27 related incidents. Branch staff, partisan and non-partisan included, reach out to the LEO more than any other group and were most likely to be the impacted party as well as the responding party. Most of the Rule 27 incidents occurred in the State Capitol building or on the grounds. The LEO provided a multitude of services and made 13 referrals to an independent investigator. The investigator opened three investigations and found Rule 27 was violated in one instance, not violated in another instance, and one matter went before the House Conduct Committee.

Initial results from the recently conducted culture and climate survey show that one in five people have experienced harassment in the last five years, most of them more than once. The same is true for discrimination. Most of these experiences occurred at the State Capitol. Sex was the prevailing basis for the harassment and discrimination. Lobbyists make up the greatest number of people having experienced harassment although legislative members experience harassment at a disproportionate rate.

For the period covered by this report, a significantly higher number of trainings were provided than in previous years, specifically 20 training sessions were conducted during the 2023-2024 period, and 24 sessions in 2024-2025. Evaluations of the 2024-2025 trainings resulted in positive marks on all measures and with a majority of written feedback being positive. Negative feedback centered on disagreement with the content. Some have suggested that mandatory trainings need to remain focused on compliance. However, it is the opinion of this office that compliance trainings are generally ineffective. Compliance training works when it is used to inform audiences of newly enacted laws or policies, but the focus on compliance sends a

message that “if it’s not illegal, it’s ok.” Laws set the boundaries for civil and criminal penalties, not the boundaries for acceptable behavior. Thus, trainings that teach compliance with policies, which too often are mirror images of the laws, do the same. The prevailing reasons that compliance trainings also fail is because they are premised on the idea that ignorance is the cause of bad behavior and ignores that power, culture, history, harm to the victim, a bar set too high to hold individuals accountable, are the prevailing reasons. Not all these causes can be addressed in a single training; even one that garners unanimous support, nor can these causes be effectively addressed through enforcement alone.

There are many barriers to reporting harassment, discrimination, and retaliation. These include a lack of transparency and/or understanding of a complex rule and process. Elected officials are not employees and they enjoy the widest latitude to speak freely even when that speech is harmful. Concerns of retaliation remain high despite the prohibitions because opinions and feelings cannot be regulated. In a place like the State Capitol, where one’s reputation is most important for re-election, re-hire, or promotion and is the very currency for trade, involvement in a discrimination or harassment case poses significant risk. The possibility of being identified in a public hearing is extremely high in a workplace that is seemingly large but is in fact very small. The risk is exacerbated by the chronicity of gossip and rumors at the State Capitol. Furthermore, complainants quickly lose faith in a process that does not result in a satisfactory outcome. Respondents who are wrongly accused of harassment or discrimination, even when they’re not investigated or they ultimately prevail, sometimes join the voices of respondents who are rightfully investigated, to protest the process. While most at the State Capitol could reach consensus on the most egregious of facts, there is significant disagreement on what constitutes harassment or discrimination when the facts are less serious. While some of these barriers can actually be addressed in part or whole through trainings and amendments to the rule, other barriers are harder to mitigate and eliminate without the support of everyone who exercises some power at the State Capitol. What that support looks like is the basis for the trainings. The level of success and speed by which these barriers can be dismantled is in direct proportion to the commitment of the people who work and serve at the State Capitol.

STATUTORY MANDATES

I. Enforcement of Legislative Branch Personnel Rule 27

A. Concerns about Rule 27

Rule 27 is in need of significant amendment. It is unnecessarily complex, lacks transparency and clarity, and requires interpretation from legal experts to understand. Strict adherence to and application of the rule results in unintended outcomes such as some individuals receiving process counseling while others do not. The LEO recommended changes to Rule 27 are attached to this report. See Attachment A. The recommendations aim to streamline the process, create greater transparency and clarity in the role and responsibilities of the LEO, the investigator, and the Conduct Committee, and, lastly, remove some of the barriers that prevent branch staff, lobbyists, and members and from reporting harassment, discrimination, and retaliation. In the interest of brevity and to reduce confusion, this report provides a general overview of the process without discussing the complexities of rule application at each stage. This is followed by the relevant data.

B. Duty to Receive Reports and Complaints

Allegations of harassment, discrimination, and retaliation come to the attention of the LEO primarily through informal avenues such as emails, phone calls, in-person conversations, or the anonymous portal. Regardless of method or form, a determination as to jurisdiction is made at the outset. If the allegations are not covered under Rule 27 or the Respectful Workplace Policy, the individual receives general information and a referral to the appropriate external agency. These include calls about taxes, housing or housing discrimination, and allegations of harassment that have no apparent nexus to the workplace or legislative business.

When allegations fall under the Respectful Workplace Policy but not Rule 27, process counseling is offered to the impacted person if they can be identified. They are informed of their right to request an investigation through Employee Services, the agency responsible for enforcing the policy. Anonymous reports to the LEO that trigger a review under the Respectful Workplace Policy but not Rule 27 are sent directly to Employee Services if an impacted person cannot be identified. Examples of allegations that fall outside the scope of Rule 27 include: unfair treatment by a supervisor or co-worker unrelated to a protected class, unwanted behavior that violates personal space and boundaries but not of a sexual nature, and inappropriate and

offensive comments not related to a protected class. In a few instances, the LEO provided coaching and engaged in extended conversations with individuals who did not wish to pursue an investigation through Employee Services but requested support and assistance from the LEO.

There are times when reports of allegations raise a question of coverage, for example, claims of harassment that may fall outside the five-year statute of limitations or reports of allegations that if true, would violate Oregon anti-discrimination laws but are not clearly prohibited under Rule 27. The latter include allegations of unlawful denial of reasonable accommodation requests, pay equity issues, policies that are neutral on their face but have a disproportionate impact on a protected class (disparate impact), or discriminatory employment practice because someone is a victim of domestic violence. Regardless, the impacted person receives process counseling. This consists of reviewing the rule together, discussing questions or concerns about confidentiality, the investigative process, and the public hearing process if applicable, and identifying forums available to the individual outside of the Rule 27 process. Process counseling is not available to individuals who cannot be identified. Sometimes, the individual chooses to remain anonymous, despite the promise of confidentiality. There are times when the LEO is able to identify the impacted person, but they decline to meet. Many decline to pursue an investigation after process counseling. If someone is uncertain about pursuing an investigation but they have time under the rule to reconsider, the LEO determines if any actions in the interim could interfere with a possible future investigation before moving forward.

When the impacted person is certain they do not want to pursue an investigation, the services provided depend on the nature of the allegations. When the LEO is able to identify the respondent, the LEO may engage the respondent in extended conversations or coaching. Referrals are made to the investigator at the request of the impacted person when the allegations fall under Rule 27. Allegations that raise novel questions of fact or policy application or when the involved individual requires assurance that the matter is outside the scope of Rule 27, will also get referred. Thus, serious claims may not get referred while less serious matters may get referred to the investigator. No conclusions can be drawn about the merits of allegations based upon this particular outcome.

When a matter is referred for investigation, a contract investigator conducts an independent facial review of the matter. If the investigator determines no allegations fall within Rule 27 or the matter is not timely filed, the investigator must decline to accept the matter for an

investigation. If the allegations are timely and are covered by the Rule, the investigator notifies the parties of an open investigation and then proceeds according to their own investigative plan. The LEO plays no role in strategizing or guiding the investigation. At the conclusion of the investigation, a report is drafted. When the respondent is anyone except a Legislator, the investigative report contains factual findings and the investigator's determination if Rule 27 has been violated. When the respondent is a Legislator, the investigator makes only preliminary findings of facts and highlights any evidence they have uncovered during the investigation showing harassment or discrimination, but the investigator does not determine if a Legislator has violated the rule. Only the respective Conduct Committee may make this determination.

The investigator sends a draft of the report to the parties and allows each of the parties several days to respond. The investigator has the sole discretion to amend their draft report accordingly. The final investigative report is then submitted to the parties, the LEO, and any other persons authorized to receive the report under Rule 27. If the responding party is someone other than a Legislator or partisan staff, the matter proceeds without a hearing and the investigative report is shared only with the appointing authority. Typically, if the rule has been violated, the appointing authority is asked to consider safety and/or remedial measures. Implementation of measures or discipline rest entirely with the appointing authority, not the LEO or investigator.

If the respondent is a Legislator or partisan staff, a public hearing before the House or Senate Conduct Committee is required by rule. When the respondent is a Legislator, the respective Conduct Committee must make final findings of fact and determine if Rule 27 has been violated. When the respondent is partisan staff, the Conduct Committee makes recommendations to the supervising Legislative Member who must act on the recommendations. It is then the role of the LEO to notify the Conduct Committee of any disparities between the recommendations and measures actually imposed. There are limited appeals rights under the Rule. For the most part, a matter is closed at the submission of the investigative report or conclusion of the public hearing. A chart outlining the process, explaining the differences in the Rule according to the respondent's role, and answers to frequently asked questions is attached. See Attachment B.

A. Data

The graphs in this section reflect non-identifying details about reports made to the LEO between August 2023 and December 2024. There are important limitations to the data to keep in mind. First, there is not a reliable record of LEO activities prior to August 2023; therefore, the data must be viewed without the benefit of a historical analysis. What limited historical records exists is provided below as context. Second, because the LEO does not enforce the Respectful Workplace Policy, it has limited information to share on this policy. Third, the data below does not reflect all of the activities of the LEO; the office did not record all phone calls, emails, meetings, or follow-up conversations related to every matter; only the initial contact is recorded. Lastly, no conclusions should be drawn about the prevalence of harassment or discrimination or the merits of each report. As previously mentioned, there are significant barriers to reporting and not all serious allegations get referred to an investigator.

How many reports have been made and who is contacting the LEO?

The LEO received 60 separate reports of incidents between August 2023 and December 2024. The term “reports” is loosely used to encompass any and all attempts to inform the LEO of concerning behavior. Annual reports from the past provide some context for understanding the data. After the office was first established in December 2020, it received approximately 97 reports between December 2, 2020, and September 24, 2021.² There were significantly fewer reports made when the office was vacant and using contract investigators. Between July 2021 and August 2, 2022, the office received 21 reports and complaints.³ The following chart shows who made reports to the LEO between August 2023 and December 2024:

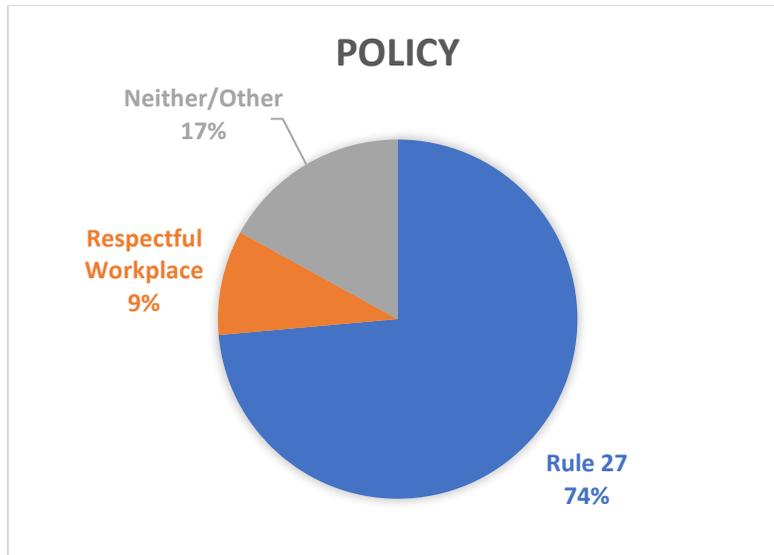
² See annual report submitted by Jackie Sandmeyer, Interim LEO at the time, September 24, 2020-[incorrect date].

³ See annual report submitted by Brenda Baumgart and Sarah J. Ryan, contract investigators, August 2, 2022.



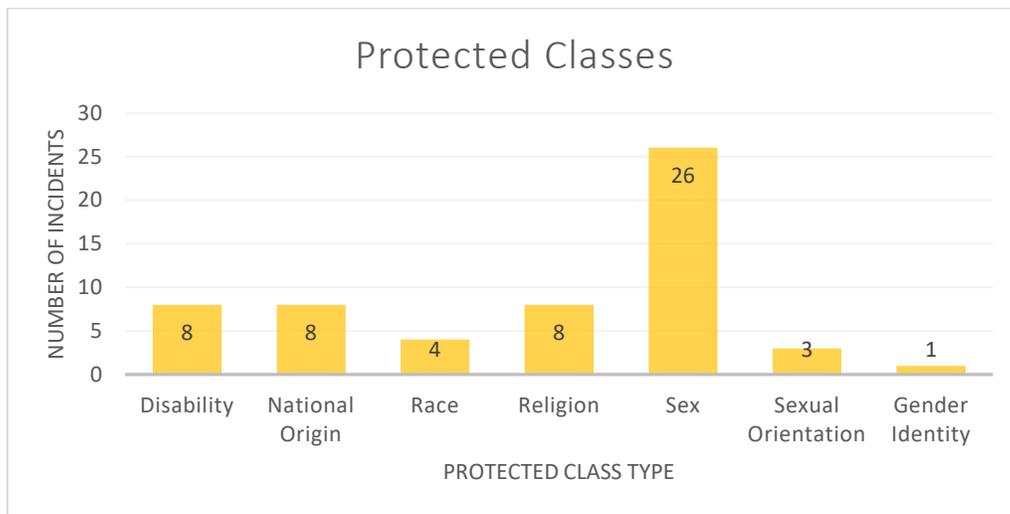
What policy was implicated in the reports?

The 60 reports made to the office concerned 53 separate incidents. Of those incidents, 39 triggered a Rule 27 review either because it purported to violate Rule 27 or both the Rule and the Respectful Workplace policy. The term “incident” is used to describe a discreet set of factual circumstances giving rise to a report. For example, when one respondent is alleged to have harassed one person, once or even multiple times, this equates to one incident. Where one respondent does a singular act that is reported by multiple people, this equates to one incident even if each reporter must separately meet the threshold for a review or referral under Rule 27. There were four separate incidents in the past year that were reported by multiple people. On occasion, a respondent is alleged to have committed separate acts against different individuals. Each set of facts is counted as a separate incident even if the behavior is similar in nature. The majority of incidents reported to the office fall within Rule 27. The following chart shows the percentage of reported incidents that were covered by Rule 27.



What were the protected classes?

The most frequent protected class was “sex” followed by disability, national origin, and religion equally, then race and sexual orientation, with gender identity last. The term sex encompasses both sexual harassment claims as well as discrimination on the basis of one’s sex. The following chart shows the number of incidents by protected class.

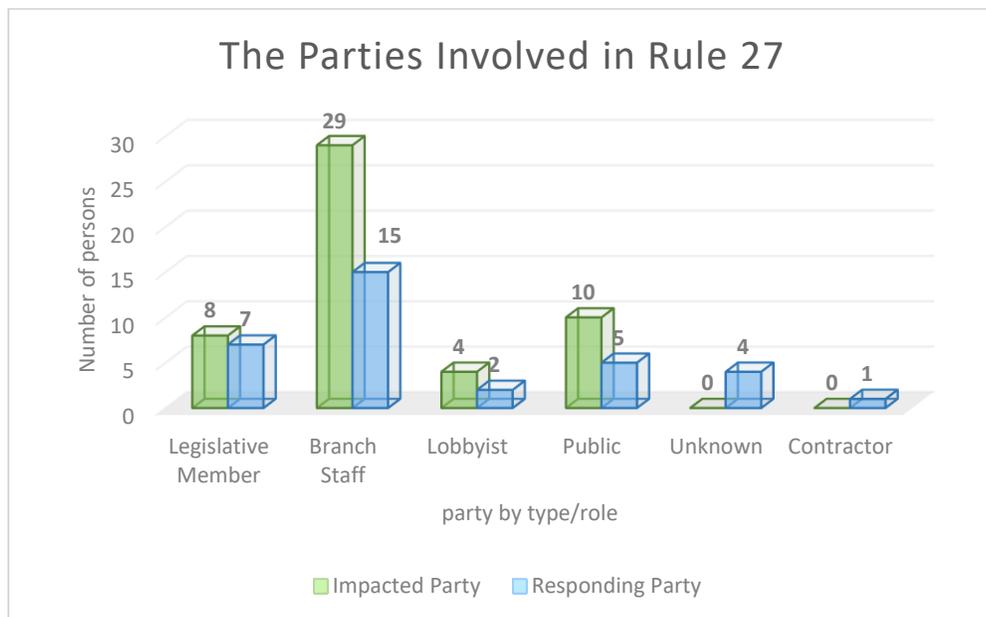


Who was involved?

At the State Capitol, it is not unusual to find people changing roles; lobbyists become members or staff and partisan staff become lobbyists, etc. The data on parties involved reflects the role of the individual at the time of the triggering event(s). Former staff are counted as

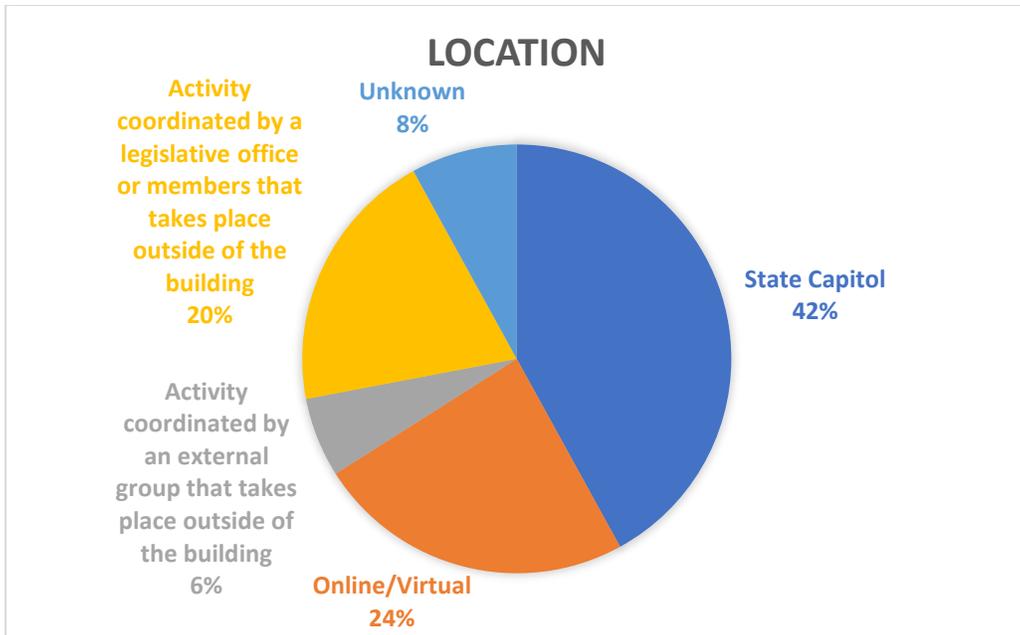
members of the public in the data if the factual allegations arise during a period when they are no-longer employed at the branch.

In terms of the number of persons involved, there can be multiple impacted persons per incident. This occurred in a few instances. There were also a few respondents who were alleged to have engaged in prohibited behavior in more than one instance. Thus, the number of impacted persons is greater than the number of incidents, whereas the number of respondents is less than the number of incidents. Specifically, 51 people were impacted by the 39 incidents under Rule 27. Those incidents involved only 34 different respondents.



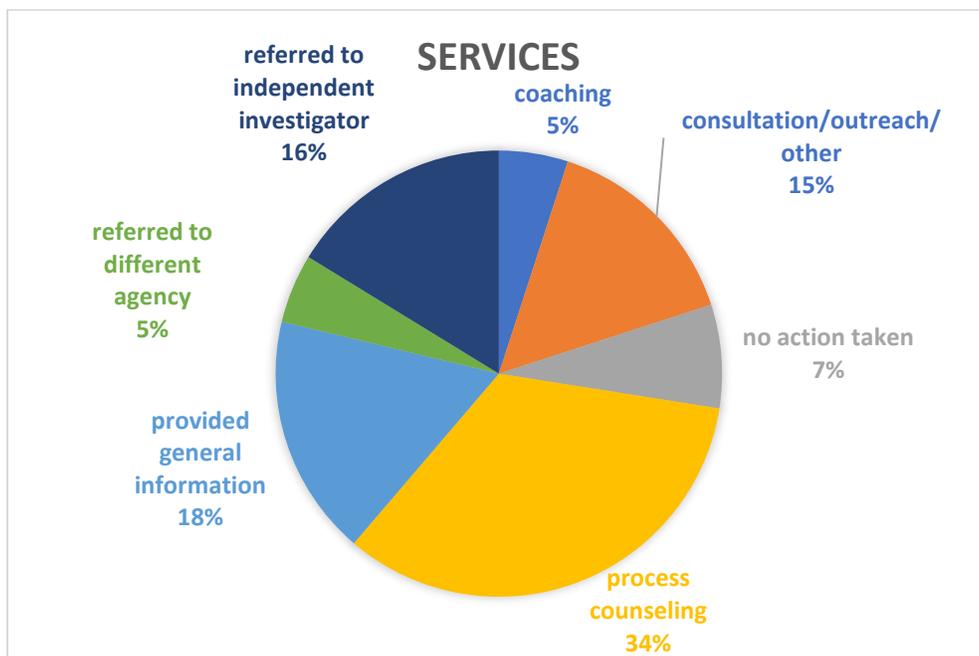
Where did the incidents take place?

Most Rule 27-related incidents occurred at the State Capitol. Some incidents involved repeated behavior that occurred in multiple locations or through different means. There were 50 locations overall.



What services were provided?

Everyone who reached out to the LEO received an acknowledgement and/or general information, if they could be identified. When the impacted person contacted the LEO, they also received process counseling, and possibly a referral to a different agency or a referral to an investigator. On occasion, the LEO engaged in coaching with the respondent when the impacted person declined to pursue an investigation.



What was the outcome of the referrals to an investigator?

There were 13 referrals made to an independent investigator. Because of overlapping facts, the independent investigator conducted only nine separate facial reviews. The investigator declined to investigate five referrals, either because the investigator determined it was outside the scope of Rule 27 or the allegations were past the five--year statute of limitations. In a sixth matter, the complainant failed to cooperate after making the report, making the investigation impracticable. Three investigations were opened; one resulting in a determination that Rule 27 was violated, one resulting in a determination that Rule 27 was not violated, and one matter appeared before the House Conduct Committee. The House Conduct Committee determined that no violation could be found because jurisdiction to review Respondent's conduct under Rule 27 was questionable.

II. Rule 27 Respectful Workplace Trainings

A. The Statutory Requirement

The LEO is required by statute, ORS 173.915, to conduct trainings at least once each calendar quarter for a minimum of two hours. All Legislators, staff, interns, volunteers, and lobbyists who are required to register with the Oregon Government Ethics Commission must take the training on an annual basis. Lobbyists must report their compliance directly to the Oregon Ethics Commission every calendar year. Employees of contractors who reasonably expect to be regularly present in the State Capitol must also attend the training. Executive and judicial branch personnel who are regularly present in the State Capitol may be invited to attend.

B. The Capitol Leadership Team

The Capitol Leadership Team (CLT) was established for the first time in 2024. The CLT is tasked with receiving and reviewing the respectful workplace trainings in advance, serving as informal resources and mentors to the Capitol community at large, and identifying additional services or training needs and reporting to the LEO and the Joint Conduct Committee.

The CLT consists of legislative members, legislative staff, lobbyists, executive and judicial branch staff, employees of contractors who regularly interact with the Legislative branch, and members of the public who have "an interest in promoting a productive and inclusive environment in the State Capitol and at functions and events outside of the State

Capitol at which Legislators, staff, lobbyists and others interact.” Preference is given to interested individuals who wish to serve and with prior experience working on similar issues. There must be equal numbers of Legislators and partisan staff from the majority and minority parties. Background information about CLT members can be found in [Attachment C](#).

The CLT met to review its statutory requirement and discuss process and substantive questions pertaining to its work. The LEO asked the CLT to review a script developed for designing an orientation video for the Honorary Page Program participants. In August 2024, the CLT received advanced Rule 27: Respectful Workplace training from the LEO prior to rolling out the trainings in September 2024.

C. Training Content

Developing a long-term but fluid strategic training plan is important for mitigating harassment and discrimination at the State Capitol. Because the office had remained vacant for a while, an important goal for the 2023-2024 training was establishing rapport, building confidence in the office, and ensuring compliance with Rule 27 and the Respectful Workplace policy. The 2024-2025 training was aimed at providing the fundamentals necessary for future discussion and change, i.e., building common language, fostering insight into thought processes, and creating a path for understanding and connecting to each other.

The 2023-2024 training topics were:

1. Overview of the Legislative Equity Office
2. Comparing Rule 27 and the Respectful Workplace Policy
3. The prevalence of bullying and harassment in the workplace
4. The spectrum of bad behavior: Differences between inappropriate behavior, behavior that violates policies and unlawful behavior.
5. Microaggressions
6. Defining Harassment
 - a. Protected classes
 - b. Sexual Harassment: Quid Pro Quo vs. Hostile Work Environment
 - c. Sexual Harassment: Case Examples
 - d. Harassment on the basis of Race
 - e. Harassment on the basis of sexual orientation, gender identity, etc.
7. Defining Discrimination: Intentional, Unintentional
8. Defining Retaliation
9. Reporting requirements
10. Confidentiality in the Rule 27 Process
11. Responsibilities of Supervisors, Managers and Appointing Authorities

12. The value and benefits of reporting
13. What to do other than report

The 2024-2025 training topics were:

1. Review:
 - a. The Legislative Equity Office
 - b. Statutory training requirement
 - c. Harassment, Discrimination and Retaliation
2. Understanding Human Behavior – Conscious and Unconscious Bias
3. Freedom of Speech and implications in the State Capitol
4. Implicit Bias
 - a. Height, weight, names
 - b. Socioeconomic status
 - c. Gender: Hiring, Communication, Perception in emotions, ABA Commission on Women survey results
 - d. Race: Credibility of evidence, Distortions in perception and memory, Attention.
5. Examining the source of bias
6. Confirmation Bias
7. Factors that affect processing
8. The relationship between prejudice, bias, systemic and individual discrimination
9. A look at bias in Oregon
10. A preliminary discussion on how to address bias: What have other institutions done?

In addition to the mandatory trainings, new employees of the branch receive a welcome letter and an electronic link to Rule 27, and are directed to the website for resources that includes a 30-minute orientation video. The LEO is currently working on an orientation video specifically for participants of the Honorary Page Program. The script was developed in tandem with a video designer and with input from the CLT and legislative staff who work directly with participants of the Honorary Page Program.

D. Data

A limited record of trainings from previous years can be found in the past LEO annual reports. Six courses were offered in 2019-2020 by the previous LEO. Six courses were offered in 2021-2022 by the contracted investigators. In an effort to comply with the statutory requirement that trainings be conducted in “small” groups, the LEO delivered 20 separate training sessions in 2023-2024; and 24 separate training sessions in 2024-2025. This includes both online and in-person trainings. See the chart below for related data:

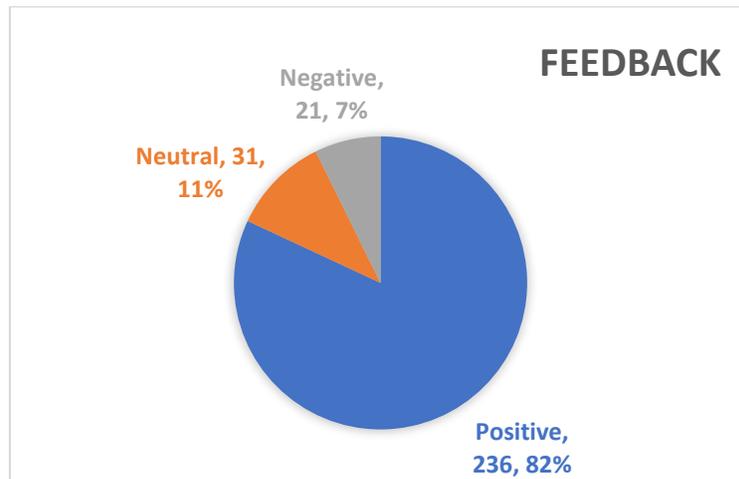
Rule 27 Training (2023-2024)	
Number of trainings	20
Number of attendees	1198
Rule 27 Training (2024-2025)	
Number of trainings	24
Number of attendees	1221

Participants were asked to evaluate the 2024-2025 training on four different measures, by assigning a score from zero to five, with five being the highest score. The LEO received over 513 responses. The following chart shows the average score on each measure:

Measure	Scale: 0-5
This training increased my understanding of topics related to Rule 27, including topics related to inclusivity and respect.	4.49
As person who lives and/or works in Oregon, the information shared in the training was relevant to me.	4.57
This training made me feel confident that I can approach the LEO Office and receive appropriate, confidential guidance related to Rule 27.	4.53
Staff were available to help me navigate the Workday enrollment process.	4.37

The evaluation also asked participants to provide written feedback about the training. The LEO received 278 written comments as part of the evaluation process and 10 additional emails providing direct feedback to the LEO. Overall, the training was regarded as engaging, informative, and a significant improvement from previous years. Approximately 82% of the comments were overwhelmingly positive and 11% of the feedback was “neutral.” The majority of the “neutral” comments were related to the registration process. Some expressed gratitude that the training did not spend significant time reviewing previous year material, while others wished the content included more information that was covered from previous years, specifically more

focus on Rule 27. Some attendees expressed a desire to see additional content on intersectionality, age discrimination, and religious beliefs. The training also received negative criticism. Approximately 7% of the written comments were critical of the scope and content of the training. Some stated that the training was not relevant, not valuable, not effective, triggering, and divisive.



The following table shows a sampling of the positive and negative comments received:

Positive	Negative
<i>“Your presentation on rule 27 was the first meeting I attended as an employee of the state & I can’t tell you how safe, respected, and valued it made me feel. Truly, deeply, thank you for all you do.”</i>	<i>“After participating in the 2023-2024 training session, I find this initiative not only offensive but also counterproductive to fostering a healthy and collaborative work environment...Rather than fostering unity, the training perpetuates division and mistrust among colleagues.”</i>
<i>“Your examples hit home with me in a lot of areas, and I could think ways they applied to me and my family members...People like you are taking the field further and bringing material that is approachable, factual and rooted in the idea that it’s time to enact change versus talking about it.”</i>	<i>“Democrats have again lost the plot. This was just indoctrination.”</i>
<i>“I have had many types of training (past Rule 27 training, many CLEs on anti-discrimination laws, lots of other training around equity, implicit bias, and related topics, etc.) and what you presented was exceptional. Very impactful and engaging – thank you!”</i>	<i>“No mention of religious belief as a protected class or mentioned in discrimination or harassment. I found that odd. Ditto mention of reverse discrimination that a male person can be subject to discrimination also seem odd. No mention of transgender issues.”</i>

“You intellectualized the content in a way that I’ve not seen before, and you found a way to generate curiosity about the topics and you invited us to think critically and learn about human behavior....Anyway, huge kudos, that’s hard to do and I wanted to let you know how impressed I was!”

“...I don't recall any discussion about Rule 27, its history, or even what it explicitly says. Some of the resources covered were biased in my opinion and left little room for addressing the countervailing thoughts on bias and its effect on behavior and decision making. I was not convinced in this presentation that bias has much stock in real, tangible decision-making...”

Evaluations, whether positive or negative, are helpful for improving delivery and training content and useful for capturing people’s perspectives and willingness to engage with the issues. On occasion, feedback provides a window into feelings and thoughts about culture and values and can be quite informative.

E. Future Trainings

The training plan for years three and four is to develop and deliver a variety of focused, topic-specific trainings targeting different audiences. The topics for exploration include:

1. A specific orientation training for new lobbyists, employees, and members.
2. Employee rights and employer responsibilities for handling reasonable accommodations (with emphasis on Disability, Religion, and Pregnancy).
3. A deeper dive into unintentional discrimination and implementing best practices.
4. Applying equitable practices in hiring.
5. Conducting an equity audit of your office - What does it mean and how do you do it?

However, results from the culture and climate survey and the Rule-27 related data, reported herein, may require pivoting from the training plan. This will be the primary work of the LEO and Capitol Leadership Team in Spring and Summer of 2025.

III. Climate and Culture Surveys

Per ORS 173.921, The Legislative Equity Office is required to regularly conduct culture and climate surveys to “ascertain the alignment between stated Legislative Branch policies and goals relating to the workplace culture and standards of behavior, and actual beliefs and experiences of those who work in the legislative Branch or regularly interact with the Legislative Branch.” The LEO worked with members of the Diversity, Equity and Inclusion Committee and third-party vendor, Gallup Inc., to roll out the Capitol’s first survey. The goals at the outset were to capture and compare the experiences of Legislative Members, branch staff, and lobbyists and

then identify the prevalence of harassment, discrimination, and retaliation across the different demographics, with particular attention paid to protected classes. The survey was also a tool for measuring staff engagement and satisfaction. Respect, ethics, and integrity are all hallmarks of a safe and welcoming workplace and the survey sought to illicit any relevant information in this regard. The survey was open from January 6, 2025, through February 7, 2025. The results in full will be published on the LEO website. The chart below outlines key takeaways.

Key Takeaways from Culture and Climate Survey, 2025
More than half of the participants agreed or strongly agreed that they are treated with respect at the State Capitol. Branch staff and legislative members are more likely to report being treated with respect than lobbyists.
Sixty-two percent of participants agreed that they felt comfortable being themselves with 28% strongly agreeing. Members are most likely to report feeling comfortable being themselves.
One in five participants in the survey have experienced <u>harassment</u> in the last five years. Most of those who report having experienced harassment report experiencing it more than once in the last five years.
Slightly more than one in five participants in the survey have experienced <u>discrimination</u> in the last five years. Most of those who report having experienced discrimination report experiencing it more than once in the last five years.
Lobbyists make up the greatest number of individuals who have experienced harassment. Legislative Members experience harassment at a higher rate than branch staff or lobbyists.
Harassment occurs at the State Capitol more than any other location.
Almost one third of those who reported harassment said it was sexual harassment.
A majority of those who report having experienced discrimination said it was because of their sex.

Acknowledgements

This report could not have been produced without the time and dedication of support specialist, Aislyn Matias. The Office would like to thank the Co-Chairs of the Joint Conduct Committee for their trust in this office as well as members of the Capitol Leadership Team and the Diversity and Equity Committee Leadership for their support. Lastly but not least, the LEO would like to acknowledge everyone who reached out to the office this past year in hopes and with trust that your concerns would be handled with the utmost care and consideration. Thank you.

Attachment A

**LEGISLATIVE EQUITY OFFICE'S
PROPOSED CHANGES TO LBPR 27**

Summary: The Legislative Equity Office provides the following chart as a tool for understanding the issues with the current version of Legislative Branch Personnel Rule 27 and the proposed changes that would resolve those issues. These changes serve to streamline an unnecessarily complex rule and process, to create greater transparency and clarity in the role and responsibilities of the LEO, the investigator, and the Conduct Committee, and lastly, to remove barriers that prevent Branch staff, lobbyists, members, etc. from reporting harassment, discrimination, and retaliation.

ISSUE	RULE 27 AS IS	PROPOSED CHANGES	REASONING
<p>1.</p> <p>Distinction between “reports” and “complaints” in Rule 27 is confusing and problematic.</p>	<p>A conduct complaint can be filed by a witness without permission of the impacted person. A conduct complaint that passes a facial review immediately commences an investigation.</p> <p>On the other hand, a report that Rule 27 has been violated requires the LEO to seek permission of the impacted person to proceed if they can be located. Process counseling with the impacted person usually follows.</p>	<p>Eliminate the distinction and provide the same process to impacted persons regardless of how allegations are made to the office: 1) LEO conducts facial review of the facts; 2) LEO provides confidential process counseling to impacted person if they can be found; 3) If facts fall under Rule 27, allegations are summarized in a complaint form that is then served on the respondent ensuring respondent receives written allegations regardless of how made to LEO; 4) Investigation open, etc.</p>	<p>This change eliminates confusion and streamlines the process. It honors the impacted person’s right to participate in an investigatory process. An impacted person should be provided process counseling regardless of how allegations come to the LEO.</p>
<p>2.</p> <p>The parties, witnesses and investigative process is vulnerable to influence and unnecessary and premature public disclosure.</p>	<p>Complaints become immediately public when submitted.</p> <p>Reports of allegations are public when they result in an investigation.</p> <p>The investigative file is made public at different times depending on who the</p>	<p>Only the investigative report that goes to the Conduct Committee is a public record and only at the time it is made available to the Conduct Committee.</p> <p>Nothing in the rule shall prohibit the investigator from referencing the complaint, report(s),</p>	<p>This change protects the identities of both parties while an investigation is ongoing but allows for notification to the appointing authority when safety is a concern. This also protects the investigation from outside influence and mitigates unconstrained</p>

	<p>respondent is, i.e. Member, Lobbyists, Staff, etc.</p> <p>Various individuals are authorized to receive a copy of the complaint under Rule 27 depending on who the Respondent is.</p>	<p>and investigative files in their report. Nothing in the rule shall prohibit the investigator from sharing information with witnesses as they deem fit to further the investigation.</p> <p>Unless safety measures are necessary, as determined by the LEO and/or investigator, no person other than the parties shall receive notice of a complaint.</p>	<p>conversations in the Capitol about confidential matters.</p>
<p>3.</p> <p>A complainant cannot withdraw a complaint once an investigation has started.</p>	<p>No right to withdraw a complaint after an investigation has commenced.</p>	<p>Permit the complainant to withdraw their allegations any time prior to the completion of the investigation, which is marked by the final investigative report.</p>	<p>This change honors the complainant's right to change their mind, particularly in light of a public hearing.</p>
<p>4.</p> <p>Partisan staff are subject to public hearings even though they are not elected officials.</p>	<p>The investigative <i>report</i> concerning a partisan staff goes to the respective Conduct Committee. The investigative <i>file</i> becomes a public record after remedial measures or disciplinary actions are imposed, with some exceptions.</p>	<p>Partisan staff have the same rights and responsibilities under the rule as nonpartisan staff.</p>	<p>Partisan staff are not elected officials and should not be subject to a public hearing. This change protects against the potential disclosure of their personnel records.</p> <p>*The competing interests here are the partisan staff's rights vs the public's right to know about their elected official's staff.</p>
<p>5.</p> <p>Confusing language regarding the independent authority of the LEO to investigate.</p>	<p>"If the officer or investigator determines that an investigation is warranted, the officer shall confer with each impacted party,</p>	<p>Permit the LEO to make an independent determination if allegations implicate Rule 27 and determine if an investigation can be completed without</p>	<p>There are circumstances when the impacted party cannot be found but there is sufficient evidence of Respondent's behavior that can be investigated</p>

	<p>provide an explanation of the investigation process and inform the impacted party that they may opt out of proceeding with an investigation. If the impacted party does not opt out of proceeding with the investigation, an investigation...shall be undertaken...If the impacted party opts out of proceeding..."</p>	<p>participation and permission of the impacted party. If so, permission of the impacted party is not required.</p>	<p>or the impacted party is not the only harmed party and an investigation would not specifically identify any one person.</p> <p>For example: While in committee, a Legislative member makes a discriminatory statement on the record in front of many witnesses. An anonymous report to the LEO follows. The LEO should be able to investigate this matter independent of expressed consent of any impacted person.</p>
<p>6. There exist no options to mediate or otherwise informally resolve a matter.</p>	<p>The LEO or investigator may engage in coaching, make recommendations, or facilitate training or guidance, take other warranted action <i>only when a determination has been made that that the allegations is not conduct prohibited by the Rule.</i></p>	<p>The LEO may engage the parties in a discussion about a possible resolution of the matter. This may include mediation, restorative justice, or an informal negotiation process. The parties do not waive any rights under state or federal laws by voluntarily participating in this process. However, an agreed upon outcome would close the Rule 27 investigation.</p>	<p>PROS: An informal process can sometimes create the foundation for understanding and accountability that a report or hearing would not. This also allows the parties ownership over the outcome.</p> <p>CONS: It compromises the public's right to know or learn of allegations against their elected officials. Individuals who engage in a pattern or practice of discriminatory behavior may never come to light if they routinely resolve matters before it goes to a public hearing.</p> <p>Compromise: Make the settlement agreement a public document but</p>

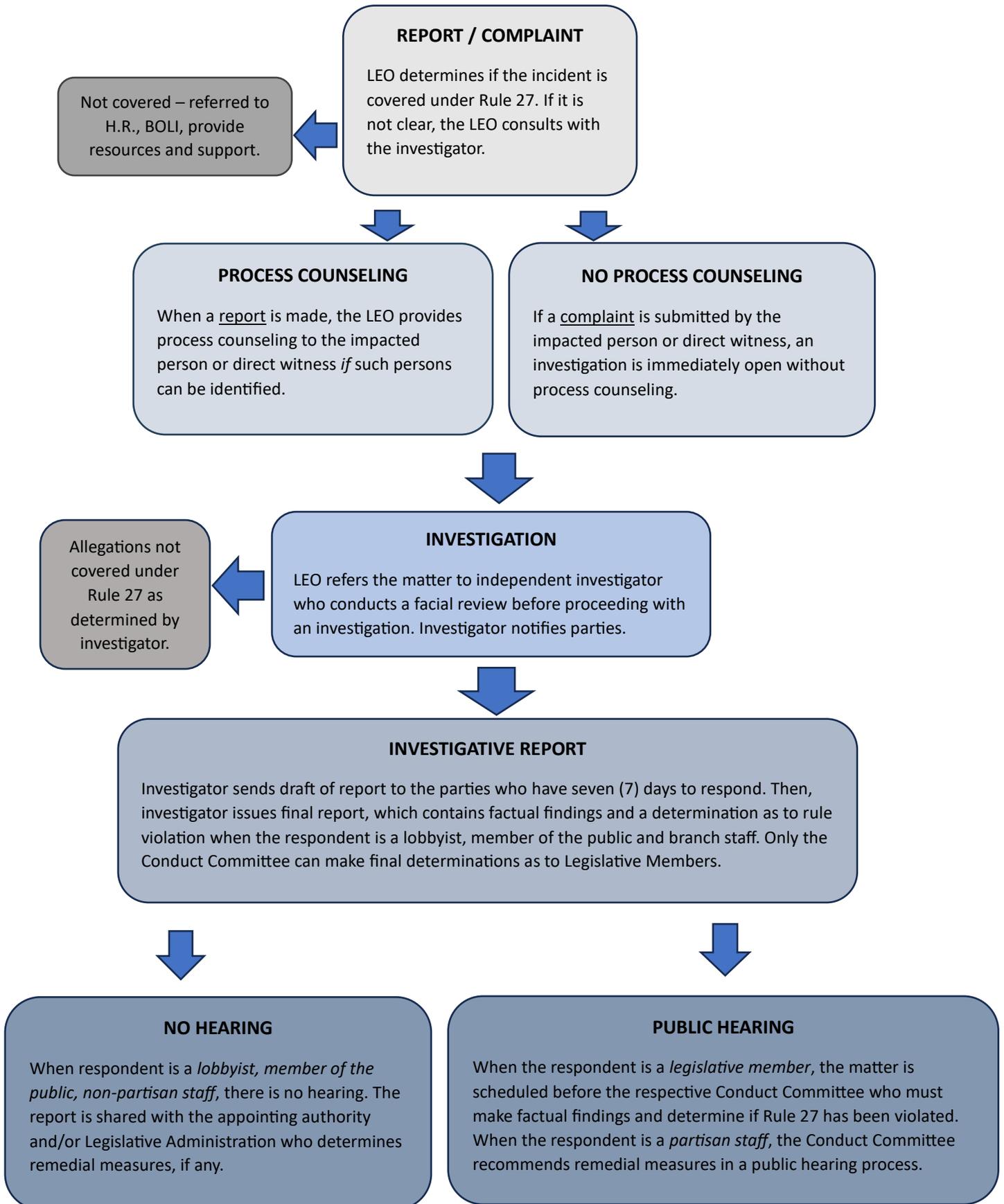
			redact identifying information.
7. Definition of Workplace and Legislative Business non-existent.	The Rule states that Members of the Legislative Assembly and all Legislative Branch employees are expected to conduct themselves in a manner that is free of harassment and to discourage all harassment in the workplace and at professional meetings, seminars or at any event at which legislative business is conducted.	Define Workplace as: The State Capitol building; any off-site conferences, seminars, meetings that occur in the work-related context; work-related communications systems, accounts, devices, or platforms, such as an email system, electronic bulletin board, instant message system, videoconferencing technology, intranet, public website, official social media accounts, or other equivalent services or technologies; when the conduct occurs off-site but has consequences in the workplace and therefore contributes to a hostile work environment. Define Legislative Business: No recommendations.	The definition of workplace is consistent with legal precedence and the Equal Employment Opportunity Commission’s guidance. *The LEO does not take a position or have any recommendations relating to the definition of “legislative business” and intends to rely on Legislators to adopt a definition and determine the scope of Rule 27.
8. The definition of Harassment is incomplete.	Harassment and Hostile Work Environment is not clearly tied to a protected class.	Add “on the basis of a protected class” in the definition of harassment and hostile work environment.	Clarification distinguishes harassment from other forms of behavior that may violate the Respectful Workplace Policy.
9. Severe or Pervasive is a legal standard and inappropriately applied to a workplace policy.	“An individual creates a hostile work environment by engaging in behavior that is unwelcome and	Delete “severe or pervasive.” The rule should read:	“Severe or pervasive” is a legal standard that sets the bar for a hostile work environment case in court. It is a high bar.

	<p>is so severe or pervasive that it either affects a person’s ability to function in the workplace or denies a person the benefits of the workplace.”</p>	<p>“An individual creates a hostile work environment by engaging in behavior that is unwelcome and it either affects a person’s ability to function in the workplace or denies a person the benefits of the workplace.”</p>	<p>Borrowing a legal standard is problematic because it requires the LEO and investigator to look to the law to review a branch policy that is intended to be more protective. This legal standard has already been eliminated or redefined in many jurisdictions throughout the country. Furthermore, using legal definitions in policies creates a chilling effect on informal resolutions/settlements; respondents are less likely to agree if it appears as an admission of unlawful behavior.</p>
<p>10. The list of prohibited behavior is incomplete and confusing.</p>	<p>The Legislative Branch prohibits conduct that: (a) Constitutes harassment and creates a hostile work environment; (b) Constitutes sexual harassment and creates a hostile work environment; (c) Constitutes an unlawful practice that aids or abets discrimination in a place of public accommodation under the laws of the state; or (d) Is retaliation.</p>	<p>Add to list of prohibitions: Failure to report harassment, discrimination or retaliation by an appointing authority or a nonpartisan staff supervisor, including any member of the Legislative Assembly.</p> <p>Delete “aid or abets” from definition of discrimination and amend to read: Unfair treatment on the basis of a protected class.</p>	<p>The Rule does not provide a process or remedy for failing to report a possible violation of Rule 27.</p> <p>The terms “aids or abets” discrimination is confusing because it is language borrowed from criminal law and when used here, covers behavior that supports discriminatory behavior without providing any examples.</p> <p>*The rule also does not clearly establish a right to request reasonable accommodations because of a pregnancy, religion or disability. These rights exist under</p>

			Oregon employment discrimination laws.
11. The list of protected classes does not include victims/survivors of domestic violence.	Victim/survivor of domestic violence missing from list of protected classes.	Add victim/survivor of domestic violence as a protected class	This is consistent with Oregon anti-discrimination laws.
12. The role of the investigator differs depending on the respondent. This difference potentially compromises the perception of fairness and the integrity of a Rule 27 process.	For everyone except Legislative Members, the investigator makes findings of fact, determines if respondent's conduct constitutes discrimination, harassment, or retaliation and if Rule 27 has been violated. For Legislative Members, the investigator cannot make final determinations of facts nor can it conclude if the facts constitute rule violations or whether remedial measures should be imposed.	Investigator's role is the same in every matter. Investigator is the fact-finder for every case, makes findings of facts and opines if respondent's conduct constitutes discrimination, harassment or retaliation and if Rule 27 has been violated. When legislative members are respondents, the Conduct Committee's role is to not re-investigate but only whether to adopt or reject the investigator's determination and recommendations.	The integrity of an investigation and a Rule 27 process relies upon the independence of the fact-finder. Having partisan committee members making factual findings and determinations of whether those facts support a violation of Rule 27 seems a bit at odds with the underpinnings of an independent process. While the investigator's judgment should not be final when it comes to legislative members, the investigator's opinion may assist the Conduct Committee in reaching its determination.
13. The LEO does not technically make recommendations for interim safety measures.	Investigator makes recommendations for interim safety measures.	LEO and/or investigator may collaborate and make separate or joint recommendations for interim and long-term safety measures. Safety measures may include remote work or paid administrative leave for either party.	The LEO is often the first person to receive the allegations and is in the best position to know what safety measures are necessary.

Attachment B

RULE 27 INVESTIGATIVE PROCESS



When the respondent is:	Who determines interim safety measures?	Confidentiality ⁴	The investigator determines:	Who determines remedial measures if there is a violation of Rule 27?	Respondent may make an appeal based upon limited circumstances ⁵ to:
A Legislative Member	Conduct Committee after a hearing.	The investigative <i>report</i> goes to Complainant, Respondent, LEO, and Conduct Committee. If a conduct complaint was filed, the investigative <i>file</i> becomes public record after the fact finding investigation concludes, with exceptions. In all other instances, the investigative file is disclosable after determination is made that respondent is subject to remedial measure.	Preliminary findings of fact and if respondent's conduct constitutes discrimination, harassment, or retaliation. The investigator does not make a finding as to a Rule 27 violation or make final determinations of fact, whether facts constitute rule violations or whether remedial measures are to be imposed.	The Conduct Committee determines what remedial measures to impose, except the committee may only recommend (1) expulsion to the legislative chamber, which must act on the recommendation; or (2) removal from a committee to the presiding officer, who determines whether committee removal is appropriate. ⁶	There is no appeal right as the constitution vests discipline of members exclusively in each legislative chamber.
A partisan staff	Investigator makes recommendations to their appointing authority.	The investigative <i>report</i> goes to Complainant, Respondent, LEO, Appointing Authority, and Conduct Committee. The investigative <i>file</i> is public record after remedial measures or disciplinary actions are imposed, with exceptions.	Findings of fact, if respondent's conduct constitutes discrimination, harassment, or retaliation and if Rule 27 has been violated.	The Conduct Committee makes recommendations to their supervising Member within 14 days. The supervising Member must act on recommendations within 21 days. The LEO may notify the Conduct Committee of any disparities between the recommendations and measures actually imposed.	Committee on Conduct for which the respondent is associated (House or Senate).
A nonpartisan staff	Investigator makes recommendations to their appointing authority.	The investigative <i>report</i> goes to Complainant, Respondent, LEO and Appointing Authority. The investigative <i>file</i> is public record after remedial measures or disciplinary actions are imposed, with exceptions.	Findings of fact, if respondent's conduct constitutes discrimination, harassment, or retaliation and if Rule 27 has been violated.	The Appointing Authority and Human Resources Director determine remedial measures within 14 days.	Joint Committee on Conduct.
A lobbyist, state employee, or member of the public	Investigator makes recommendations to Legislative Administrator and Respondent's agency director.	The investigative <i>report</i> goes to complainant, respondent, LEO, Legislative Administrator, and Respondent's agency director. The investigative <i>file</i> is public record after remedial measures or disciplinary actions imposed, with exceptions.	Findings of fact, if respondent's conduct constitutes discrimination, harassment, or retaliation and if Rule 27 has been violated.	The Legislative Administrator determines remedial measures within 14 days. In the case of a state employee, the employee's agency director determines remedial measures.	Co-chairpersons of the Legislative Administration Committee. In the case of a state employee, appeal procedures in effect at the employee's agency apply.

⁴ Written conduct complaints are public and disclosed when requested. Conduct Committee Hearings are public and meetings materials are a matter of public record.

⁵ Appeals must be based upon newly discovered evidence not considered by the investigator; a claim of process error; or a claim that the investigator or the person or committee that imposed a remedy acted with bias

⁶ A committee on conduct may determine to remove a member from service on the committee on conduct. Such a determination also removes the member from the Joint Committee on Conduct.

RULE 27 Frequently Asked Questions

1. What is Rule 27?

Rule 27 is the Legislative Branch Personnel Rule that prohibits harassment, discrimination, and retaliation in legislative business. The rule identifies how to make reports, file complaints, what happens during the investigation process, and what follows an investigation.

2. Why is Rule 27 necessary if there are state and federal laws that prohibit harassment, discrimination, and retaliation?

Every employer, such as the Oregon Legislative Branch, can create a workplace that is safer, more inclusive, and protective than what the law requires. It is possible for an individual to violate the Respectful Workplace Policy and Rule 27 without violating state and/or federal anti-discrimination laws. A Rule 27 violation may subject someone to disciplinary action or other remedial measures whereas a violation of the law may subject someone to civil penalties.

3. What is the difference between Rule 27 and the Respectful Workplace Policy?

The Respectful Workplace Policy addresses inappropriate and harmful behavior in the workplace unrelated to someone's protected class, i.e., race, sex, disability, religion. Rule 27 is intended and designed to address and mitigate harmful behavior. Additionally, Rule 27 sets out specific requirements for harassment.

4. What does "protected class" mean/who is protected by Rule 27?

Almost everyone is protected by Rule 27 including Legislative Members, staff, lobbyists, and members of the public. Rule 27 identifies specific categories of people and/or characteristics that qualify an individual for protection under the rule. These are known as "protected classes." They are sex, race, ethnicity, national origin, age, religion, marital status, sexual orientation, gender identity or expression, engaging in whistleblowing activity, opposing an employer's actions when the employee reasonably believes the actions to be unlawful (protest), taking leave protected by law, injured worker status, disability, and veteran status.

5. Who is subject to Rule 27?

Any person that interacts with the Legislature may be subject to Rule 27 including Legislative Members, staff, interns, externs, volunteers, lobbyists, contractors or employees of contractors, state employees, members of the public who are present in the Capitol or at legislative events, etc.

6. Who enforces Rule 27 and the Respectful Workplace Policy?

The Legislative Equity Office enforces Rule 27 and Employee Services (Human Resources) enforces the Respectful Workplace Policy.

7. Does Rule 27 cover incidents that occur outside of the Oregon State Capitol?

Yes, it can. The law defines workplace broadly and legislative business and/or activities may occur outside the state capitol building at professional meetings, seminars, events or through texting or emails, etc.

8. What is harassment?

Harassment is unwelcome behavior (non-verbal, verbal, physical) that belittles an individual or group based on their protected class such as race, sex, disability, etc. These include name calling, slurs, threats, showing graphic material, etc. Harassment has to be so severe or pervasive that it affects another person's ability to function in the workplace or denies that person the benefits of the workplace.

9. What is sexual harassment?

Unwelcome conduct of a sexual nature including sexual assault, sexual advances, requests for sexual favors, sexual comments and jokes, unwanted physical contact, or closeness, impeding or blocking movement, unwanted courting, sexist insult, gender stereotype, or other behavior of a sexual nature.

10. What is discrimination?

Discrimination is being treated differently because of one's membership in a protected class. Discrimination does not require malice or evil intent.

11. What is retaliation?

Retaliation is when a person is treated less favorably because they have filed a complaint or participated in an investigation or proceeding under Rule 27 or under the Respectful Workplace Policy.

12. What if I'm not sure that what I've experienced or observed is harassment, discrimination, or retaliation?

You don't have to know. In fact, it can be difficult to make that determination. It is up to the Legislative Equity Officer and/or independent investigator to decide if an investigation should be opened.

13. Who is a Complainant? Respondent? Impacted Party?

A complainant is the person that files a complaint under Rule 27. A respondent is the person that is accused of violating Rule 27 and responds to the complaint. The impacted person is the person that experienced the behavior. Sometimes, the impacted person and complainant are the same.

14. Who may and who must report a potential violation of Rule 27?

Any person may report a potential violation of Rule 27. Appointing authorities, nonpartisan staff supervisors, and Legislative Assembly Members must report potential violations.

15. Who can I report a potential violation to?

You can report to the Legislative Equity Office. You can also report an incident to your supervisor, manager, employee services (Human Resources), or a trusted Legislative Member.

16. Can I make a report anonymously or in confidence?

Yes. The Legislative Equity Office has an [anonymous reporting portal](#) that you can use to make a report without disclosing your identity. Rule 27 also allows you to make a "confidential disclosure" to the Legislative Equity Officer. There are some limited exceptions to confidentiality such as immediate physical harm or litigation.

17. Can I talk to someone about my rights without filing a complaint?

Yes. You can schedule an appointment with the Legislative Equity Officer to engage in a confidential process counseling session where you'll be able to share what happened, learn about different options available to you, and ask questions of the LEO.

18. How much time do I have to file a formal complaint under Rule 27?

You have five years from the date of the incident to file a complaint under Rule 27.

19. Can I file a claim elsewhere?

Yes. However, if you want to file a legal claim in court or with a state entity such as the Oregon Bureau of Labor and Industries or a federal agency such as the Equal Employment Opportunity Commission, you may have a significantly shorter amount of time. Statutes of limitations are laws that define the maximum amount of time you must file a case following an incident. Statutes of

limitations can be extremely short and are specific to the type of claim. You should not wait to seek legal advice from an attorney if you are thinking about filing a legal claim.

20. What information is shared and with whom?

An individual who has experienced harassing, discriminatory, or retaliatory behavior and shares that with the LEO and/or investigator has made a confidential disclosure. A confidential disclosure remains confidential with only a few exceptions such as threat of physical harm or court order.

Individuals who have observed harassing, discriminatory or retaliatory behavior may make reports to the LEO. Reports that do not result in an investigation remain confidential. Reports that result in an investigation are shared only if the investigator determines there is a legitimate need to disclose the information. The LEO and investigator will attempt to maintain privacy as much as possible.

A written conduct complaint is a public record and is shared with those who have the right to receive a copy under Rule 27 and anyone who requests.

Records relating to an ongoing investigation remain confidential with limited exceptions. When the respondent is a Legislative Member, the records become public when the investigation has concluded. Similarly, records of an investigation are public when any person is subject to remedial measures or discipline. There are exceptions to these rules.

Hearings before the Conduct Committee are public as are the meeting materials.

Note: The intersection of confidentiality and public records laws is complex and subject to statutory interpretation. Request for records in the LEO office are received and reviewed by Legislative Counsel.

21. Is there a way to resolve my concerns without an investigation?

Yes, an individual that does not want to pursue an investigation may, in confidence, disclose information to the LEO that may result in safety measures, opportunities for education, training, and taking corrective action with the appropriate individual(s). Currently, there is no mechanism for mediation or an informal resolution under Rule 27.

22. How can I be safe with or without an investigation?

The LEO can assist with identifying and implementing safety measures that include finding a temporary reassignment or alternative work location, establishing a no contact order, supporting the individual through a request for paid or unpaid leave, working with the respondent to be absent from state capitol until the investigation is complete, or involving law enforcement, when necessary.

23. What if I change my mind and no longer want to go through with an investigation?

When the impacted person is known, the LEO or investigator will seek permission from such person(s) before commencing an investigation. A formal written complaint immediately starts an investigation, requires the investigator finish the fact-finding process and submit a report. A hearing before the Committee on Conduct is required when the respondent is a Legislative Member. See Chart.

24. What happens during an investigation?

The investigator will typically interview the complainant, the respondent, and any other individuals that are identified or may have information. The investigator may request copies of emails, text messages, letters, etc. On occasion, the investigator will conduct a site visit and/or follow up with additional interviews.

25. What happens after an investigation is completed?

At the conclusion of an investigation, the investigator will write a draft report. The draft report will be shared with the complainant and respondent. They each have an opportunity to respond in writing before the report becomes final. Then, a final report will be issued and sent to the LEO who will then forward it to the appropriate persons. Because Legislative Members'

have a public role and responsibilities, Rule 27 provides for a slightly different process when Members are accused of violating Rule 27. See Chart.

26. Does there have to be a public hearing?

If the respondent is a Legislative Member or partisan staff, a hearing is required at the conclusion of an investigation. The investigative report is provided to the House or Senate Conduct Committee. Both the complainant and respondent will have an opportunity to provide a written response to the final report and appear before the Committee to present their side and answer questions. The Committee created a guideline to assist the parties and committee members in preparing for hearings. See Guideline.

27. Do I need an attorney for the investigation or hearing?

You do not need to have an attorney, but you may choose to have an attorney represent you during the investigation and/or at the hearing. The complainant and respondent, or their attorneys, may present documents and evidence, suggest witnesses, and speak before the Committee. The hearing is not a court hearing and there are no legal rules that apply to the process. During the hearing, only committee members may question witnesses. The Committee members are not judges and they understand that many people will not be represented by attorneys.

28. What are the possible outcomes or remedies of an investigation?

At the end of an investigation or hearing, there is a determination as to a Rule 27 violation. If there's been a violation, a decision is made as to corrective action. These are called remedial measures. Remedial measures for Legislative Members must be sufficient to reprimand the member and deter future conduct that violates the rule. This may include reprimand, monetary fine, expulsion, etc. A Legislative Member cannot be expelled without approval by two-thirds of the members of the legislative chamber in which they serve. However, a Legislative Member may be removed from one or more committee by a presiding officer of that chamber for any reason even without the recommendation of the Conduct Committee. Branch employees are subject to remedial measures that are consistent with the investigator's findings. This may be a verbal warning up to termination.

29. Can I appeal the decision?

In the case of a Legislative Member, there is no right to appeal since the constitution vests the discipline of a legislator exclusively in the legislative chamber in which they serve.

For all others, the respondent can appeal the determination that Rule 27 has been violated after any remedial measures have been imposed. The reason for the appeal must be based upon newly discovered evidence not considered by the investigator; a claim of process error; or a claim that the investigator or the person or committee that imposed a remedy acted with bias. See Chart.

30. What are my rights if I am accused of violating Rule 27?

An individual accused of violating Rule 27 has the right to:

- a. Notification of a written complaint.
- b. Notification of an investigation.
- c. Participate in an investigation through submission of testimony and other evidence.
- d. Receive a draft report before it is final and to provide a written response to the investigator.
- e. Provide a written response to the Committee on Conduct if the matter goes before the Committee on Conduct.
- f. Suggest witnesses, present physical evidence and documentation and appear before the Committee on Conduct.
- g. Appeal a determination and/or remedial measures.

Attachment C

Capitol Leadership Team

ORS 173.927



Angela Donley, Policy Analyst, Oregon Consumer Justice

Angela Donley is a third-generation Oregonian from Bend and a mother to an 8-year-old son and a 6-year-old daughter with her high school sweetheart. She graduated from the University of Oregon with a bachelor's in education and a certified alcohol and drug counselor certification. She spent over eight years providing direct social work to low-income families, adjudicated teens, and foster youth before she received her master's in social work from Portland State University with a focus on macro social work. Angela has worked for nine Oregon elected officials at the state and local levels. Her focus areas are Human Service, Public Safety, Housing, and Education. She has been a policy advisor for the Senate Majority Office and teaches as an adjunct professor at the Portland State University School of Social Work.



Emerson Hamlin, Political Organizer, Oregon Nurses Association

Emerson Hamlin has worked for the Oregon Nurses Association since 2022. Prior to joining ONA, they served in two state legislative offices and worked on various political campaigns. They were proud to participate in the successful effort to form the first state legislative staff union in the United States. In Emerson's free time, you can find them West Coast Swing dancing, or hanging out with their cat, Sir Ollie.



James I. Manning Jr., Senator, Senate District 7, Oregon Legislature

James began his professional and community service as a state corrections officer, and later a police officer, railroad special agent and private investigator prior to enlisting into the United States Army 1 April 1983. James honorably retired from the United States Army after over 24 years active service. Since retiring from the U.S. Army in 2007 James and wife Lawanda (married 38 years) moved to Eugene where he continues to volunteer his time and unique talents serving his community as a mediator and on a number of nonprofits, local, and state boards and commissions.

James served on the Board for the Pearl Buck Center Inc., and volunteered for United Way of Lane County. He is currently appointed to the Bethel School District Budget Committee and the Bethel School District Long-Term Facility Planning Committee. He co-founded of a community supported foundation that provides scholarships to underrepresented and low income students. James was appointed by two Oregon governors to the Oregon Commission on Black Affairs, and served three consecutive terms as Chair. He served six years as a member of the City of Eugene Police Commission, chaired the Police Commission Outreach Resources Committee, co-chaired the Gang Awareness Planning Committee, and was member to the policy screening committee. James was appointed to the Oregon State Senate for Senate District 7 on December 12, 2016.



Mark Owens, Representative, House District 60, Oregon Legislature

Mark Owens is the state representative for Oregon's House District 60. He is a local farmer, small business owner, Crane School Board Member, and former Harney County Commissioner. During the 2023 interim, Mark is Vice-Chair of the House Interim Committee on Agriculture, Land Use, Natural Resources, and Water. He also serves on the Joint Emergency Board, and on the House Interim Committee on Climate, Energy, and Environment, and as an alternate on the House Interim Committee on Conduct and the Joint Committee. He also serves as House Republican Deputy

Leader.

Eastern Oregon has been Mark's home for over 32 years, but his history in the community goes back much farther. Although he grew up in Boring, Oregon, Mark spent his summers as a teenager working on a ranch in Harney County before moving here as a young adult, meeting his wife, and making frontier Oregon their home. He currently owns and operates an alfalfa farm and custom haying business in Harney County. When not working on his farm, running his small businesses, or serving in public capacities, Mark enjoys traveling with his family, visiting his daughter in college, watching his son play sports, and fishing.



Mazen Malik, Senior Economist, Legislative Revenue Office, Oregon Legislature

Mazen Malik worked for the non-partisan Office for the last 22 years and provides the Oregon Legislature with analyses and evaluations of tax and revenue policy. As an expert in multiple subject areas, he issued many publications, presentations, impact statements, and research reports. Prior to joining LRO, Mazen was the Chief Transportation Economist for the State of Oregon. Mazen has been involved in civil and human rights work and organizations for the better part of forty years, where he started his work early during college years in support of Arab, Palestinian rights, and the rights for

international students and the student body at large. He was one of the founders of the Capitol DEI committee in 2017 and served on the executive leadership of the Capitol DEI Committee for 3 years, where he was the chair of the committee during 2018-19.



Nolan Douglass, Manager of Member Engagement, Partners in Diversity

Nolan Douglass joined Partners in Diversity in 2023 as its first Partner Engagement Manager, bringing with him many years of experience in DEI and legislative strategy. With a background in social impact, Nolan joined from the Governor's office where he was part of the equity team under both Governor Kate Brown and Governor Tina Kotek. In this role, he spearheaded the legislative workings and facilitation for the Racial Justice Council, seven committees, and five workgroups addressing critical issues from criminal and data justice to economic opportunity and workforce procurement. Nolan has also worked as a liaison for the Governor's DOC subcommittee to support

Restorative Justice practices within the Oregon State Penitentiary and support those within youth correctional facilities.



Oanh Nguyen, Policy Advisor, Office of Immigrant and Refugee Advancement

Oanh Nguyen joined the Office of Immigrant and Refugee Advancement as the Policy Advisor in 2024. Prior to this role, she worked in the Oregon Legislature as the Policy Analyst for the Oregon Legislative Black, Indigenous, and People of Color (BIPOC) Caucus, a bicameral coalition of lawmakers united by a vision of a more racially equitable Oregon. Her work in public service is built on her lived experience as an immigrant Oregonian and a decade-long career in immigration justice working a researcher, policy advocate, and direct service provider. She holds a PhD in Political Science from the University of Minnesota, where she specialized in the political economy of labor migration.

Phillip Lemman, Deputy State Court Administrator, Oregon Judicial Department

No bio



Sarah El Ebiary, Intellectual Property attorney and Business Consultant

Sarah El Ebiary is an Intellectual Property attorney and Business Consultant who worked as a Chief of Staff at the Oregon Legislature. She has worked on several election campaigns at the local, state, federal, and presidential levels for candidates in Oregon, Washington, California, Hawaii, Minnesota, and Iowa. She previously worked a legislative assistant for the Urban League of Portland and was also chosen for their Diversity and Civic Leadership Fellowship. She was among the class of Diversity Scholars for the American Bar Association's National Conference of Bar Presidents, as well as the Oregon State Bar Association's section on Diversity and Inclusion for its Leadership Institute cohort. Sarah is a lifelong Oregonian who often mentors and speaks on the importance of activating youth and minorities involvement in politics.