



**OREGON ASSOCIATION CHIEFS OF POLICE**  
EXCELLENCE IN POLICING

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**To: Senate Judiciary Committee**

**From: Chief Marcia Harnden, President**  
Oregon Association Chiefs of Police

**Date:** May 6, 2025

**Re: HB 3929 A - Testimony in Support**  
**Ensuring Confidentiality in Peer Support Interactions**

**Chair Prozanski, Vice Chair Thatcher and members of the committee,**

For the record, my name is **Marcia Harnden**, and I serve as the **Chief of Police for the City of Albany** and as **President of the Oregon Association Chiefs of Police**. I'm here today to strongly support **House Bill 3929 A**, a critical measure to protect the mental wellness of Oregon's public safety professionals.

This bill ensures that communications within peer support programs remain **confidential and privileged**, recognizing the unique challenges faced by those who serve in law enforcement, fire, dispatch, and other frontline roles. The need for HB 3929 has become urgent in light of a troubling decision out of Washington State, where a court ordered disclosure of peer support conversations. That decision sent a chilling message across the country—calling into question whether first responders can trust the very programs designed to help them cope with trauma.

The consequences of such doubt are serious. Our officers face trauma and stress that most people can't imagine—responding to tragedies, making split-second life-or-death decisions, and carrying the weight of those moments home. **Peer support is one of the most effective tools available to protect their mental health, but it only works if it is trusted—and trust depends on confidentiality.**

Without that assurance, officers will hesitate to speak up, and the cost will be high: unaddressed trauma, burnout, and risk to both officer and public safety. We know that when officers are mentally healthy, they make better decisions, use force less often, and build stronger relationships with the communities they serve.

Other states have acted to safeguard this trust. Oregon should do the same. On behalf of law enforcement leaders across the state, I urge your support of HB 3929 A.

Thank you for your time and your commitment to those who serve.