



## Oregon Law Commission

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December 20, 2018

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900 Court St. NE, S-201  
Salem, Oregon 97301

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Curtis Bridgeman

Speaker Tina Kotek  
900 Court St. NE, Rm. 269  
Salem, Oregon 97301

Judge  
Stephen K. Bushong

Mark B. Comstock

RE: Final Report and Recommendations  
Oregon Law Commission's  
Oregon State Capitol Workplace Harassment Work Group

John DiLorenzo Jr.

Justice  
Rebecca Duncan

Mr. President and Madam Speaker:

Chief Judge  
James Egan

On behalf of the Oregon Law Commission, thank you for the opportunity to participate in your efforts to create a safe, welcoming, and harassment-free State Capitol. Enclosed, please find the Final Report and Recommendations of the Commission's Oregon State Capitol Workplace Harassment Work Group; which the full commission has adopted and endorsed. The report includes:

Christa Obold  
Eshleman

Professor  
Susan N. Gary

- A description of the Work Group, its process, and the manner in which it engaged the Capitol community and the broader public.
- A brief explanation of the relevant legal authorities.
- Specific recommendations for improving the Legislative Assembly's policies, training, and culture.
- A proposed implementation schedule.

Professor  
John Parry

Senator  
Floyd Prozanski

Attorney General  
Ellen. F. Rosenblum

P.K. Runkles-Pearson

Representative  
Jennifer A. Williamson

The Work Group's recommendations were overwhelmingly unanimous. The Work Group's consensus is significant, given the diversity of views held by Work Group members and the potentially divisive political environment in which it is to be applied. This consensus is a source of pride for the Commission and its Work Group, but it also suggests something more substantial: The enclosed report contains sound, well-balanced recommendations that are likely to complement your ongoing efforts to create a safer and more welcoming State Capitol.

### Staff

Sandy Weintraub,  
Director

The reasons for the project's success are not a secret. The Work Group debated and resolved these complex legal, political and policy issues in a public forum, while soliciting and responding to public feedback in real time. Should your work require ongoing consideration during the legislative session, the Commission commends a similar process to you. For those reforms that can be implemented immediately, the



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Director

Commission encourages you to act quickly. For those that require additional deliberation, the Commission recommends a process that continues to provide opportunity for public input. As elected leaders, the obligation to drive culture change rests in no small part on your shoulders. But you cannot do it alone. True change requires genuine support from all corners of the State Capitol.

Your request to the Law Commission asked for a responsive report in advance of the 2019 session. That timeline appropriately reflected your sense of urgency and commitment to address deficiencies promptly. Nonetheless, this deadline presented a significant challenge. Although the Commission was pleased to perform this work and is happy with its final report and recommendations, we regret that the timeline did not permit further work, such as drafting policies or legislation. Should you find it valuable, the Commission is willing to continue work in conjunction or in parallel with your ongoing efforts.

The Commission appreciates your leadership on these issues. But the hard work is not done. In addition to adopting and implementing robust policies and training, eradicating workplace harassment from the State Capitol will require a daily commitment from you and your colleagues – particularly those in leadership – to make the People's House a truly welcoming environment for everyone. The Commission remains confident that the Legislative Assembly will rise to this challenge.

Respectfully,

P.K. Runkles-Pearson  
Oregon Law Commission Member  
Chair, Oregon State Capitol Workplace Harassment Work Group

Lane P. Shetterly  
Chair, Oregon Law Commission



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