

Oregon Protected Classes and Activities Enforced by BOLI

Employment

Overtime, maximum hours retaliation protections in manufacturing, seafood processors, canneries, driers and packing plants	ORS 652.035
Pay equity and discrimination protections for work of comparable character	ORS 652.220
Prohibition on using prior salary history to screen applicants or set compensation for a position	ORS 652.220
Wage claim and retaliation protections	ORS 652.355
Complaints about minimum wage, overtime, or rest and meal periods	ORS 653.060
Predictive scheduling, compensation for changes, right to rest and retaliation protections	ORS 653.470
Domestic worker protections	ORS 653.547
Oregon sick time protections	ORS 653.641
Complaints about workplace safety (OSHA)	ORS 654.062
Service or scheduled service as a juror	ORS 10.090
Discrimination in regard to individuals with child support orders	ORS 25.424
Race, color, religion, sex, sexual orientation, national origin, marital status or age	ORS 659A.030
Discrimination in regard to workers' compensation benefits	ORS 659A.040
Reinstatement of injured worker to former position	ORS 659A.043
Reemployment of injured worker in other available and suitable work	ORS 659A.046
Reemployment rights of injured state workers	ORS 659A.052
State to continue group health benefits for injured worker and covered dependents	ORS 659A.063
State worker applying for benefits under ORS 659A.060 to 659A.069	ORS 659A.069
Uniformed servicemember rights	ORS 659A.082
Employment rights of members of organized militia when called into active state service	ORS 659A.086
Oregon Military Family Leave Act	ORS 659A.096
Discrimination against individual for using procedures in ORS 659A.103 to 659A.145	ORS 659A.109
Disability	ORS 659A.112
Medical examinations and inquiries	ORS 659A.136
Oregon Family Leave Act (OFLA)	ORS 659A.183
Leave to attend criminal proceeding	ORS 659A.194
Whistleblowing, generally - good faith reporting	ORS 659A.199
Whistleblowing, public employees - reasonable belief	ORS 659A.203
Disclosure of public employee name without consent	ORS 659A.218
Whistleblowing - reporting violation of election laws	ORS 659A.228
Whistleblowing - initiating or aiding in criminal or civil proceedings	ORS 659A.230
Whistleblowing - reporting certain violations (ORS chapter 441 or of ORS 443.400 to 443.455) or testifying at unemployment compensation hearing	ORS 659A.233
Whistleblowing - testifying before Legislative Assembly	ORS 659A.236
Eviction from employee housing or discrimination against employee for reporting violations of ORS 659A.250 to 659A.262	ORS 659A.259
Leave because of domestic violence, harassment, sexual assault or stalking	ORS 659A.277
Paid leave for public employee who is a victim of domestic violence, harassment, sexual assault or stalking	ORS 659A.283
Reasonable safety accommodation for victim of domestic violence, harassment, sexual assault or stalking	ORS 659A.290

Employment (Continued)

Breathalyzer, polygraph, psychological stress or brain-wave test or genetic test prohibited	ORS 659A.300
Employer prohibited from obtaining, seeking to obtain or using genetic information	ORS 659A.303
Requiring employee to pay for medical examination as condition of continued employment	ORS 659A.306
Family relationship	ORS 659A.309
Leave of absence to donate bone marrow	ORS 659A.312
Use of tobacco in nonworking hours	ORS 659A.315
Discrimination relating to academic degree in theology or religious occupations	ORS 659A.318
Use of credit history restricted	ORS 659A.320
Social media account privacy	ORS 659A.330
Interns	ORS 659A.350
Wage inquiry or wage complaint	ORS 659A.355
Seeking salary history prohibited	ORS 659A.357
Criminal conviction inquiries	ORS 659A.360
Discrimination in administration of health benefit plans	ORS 659A.403
Employment status	ORS 659A.550
Leave to serve in Legislative Assembly	ORS 171.120
Veterans' preference in public employment	ORS 408.230
Interviews of veteran applicants for public service position	ORS 408.237
Protected reporting by nurses	ORS 441.181
Job restoration rights of volunteer firefighters	ORS 476.574

Career Schools

Discrimination in career schools	ORS 345.240
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Housing

Disability	ORS 659A.145
Race, color, religion, sex, sexual orientation, national origin, marital status, familial status or source of income	ORS 659A.421

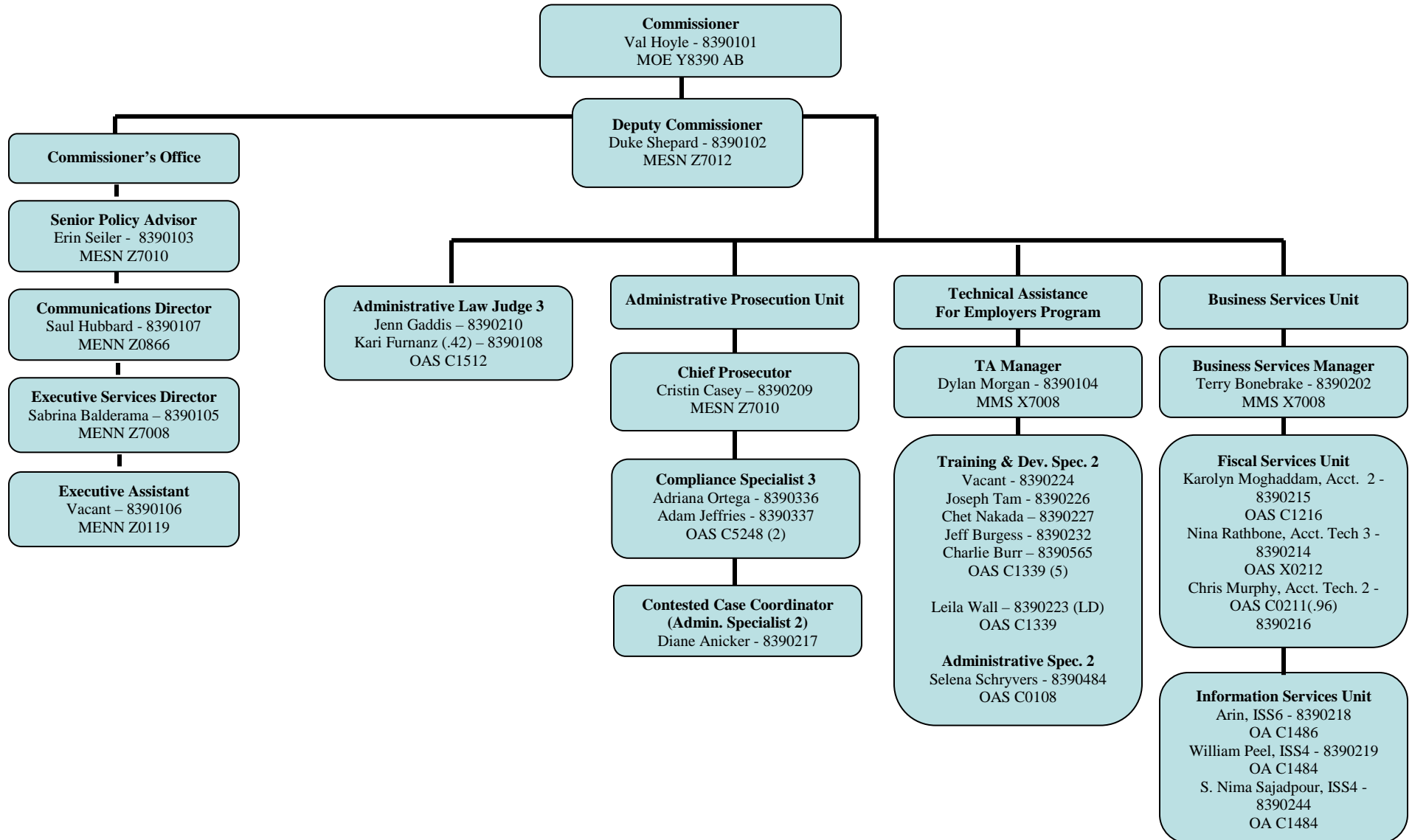
Public Accommodation

Disability	ORS 659A.142
Race, color, religion, sex, sexual orientation, national origin, marital status or age	ORS 659A.403
Notice of nondiscrimination in places of public accommodation, exceptions for age	ORS 659A.409



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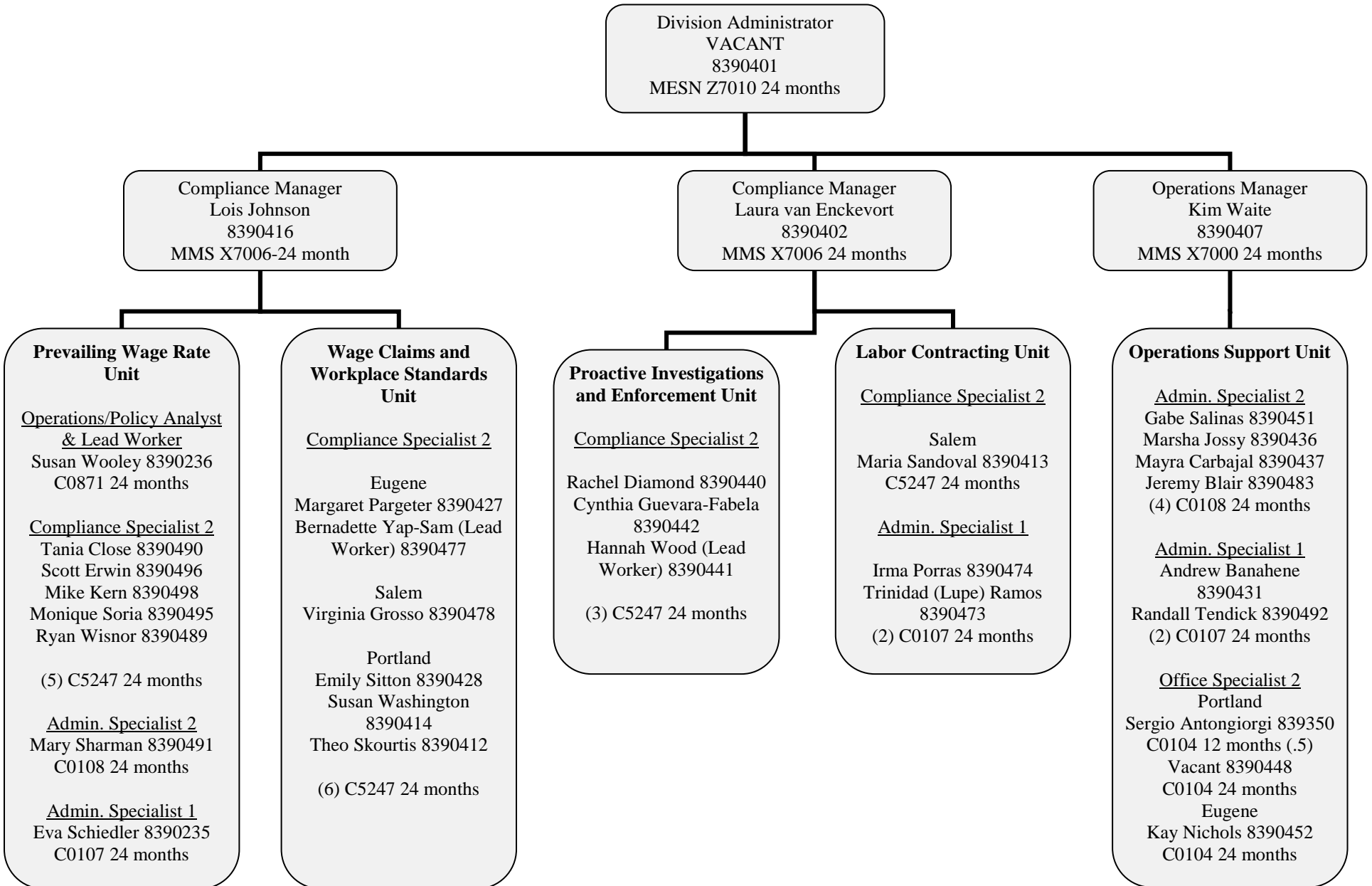
Commissioner's Office, Administrative Prosecution, Technical Assistance and Business Services (fiscal and IT)





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Wage and Hour Division March 2019

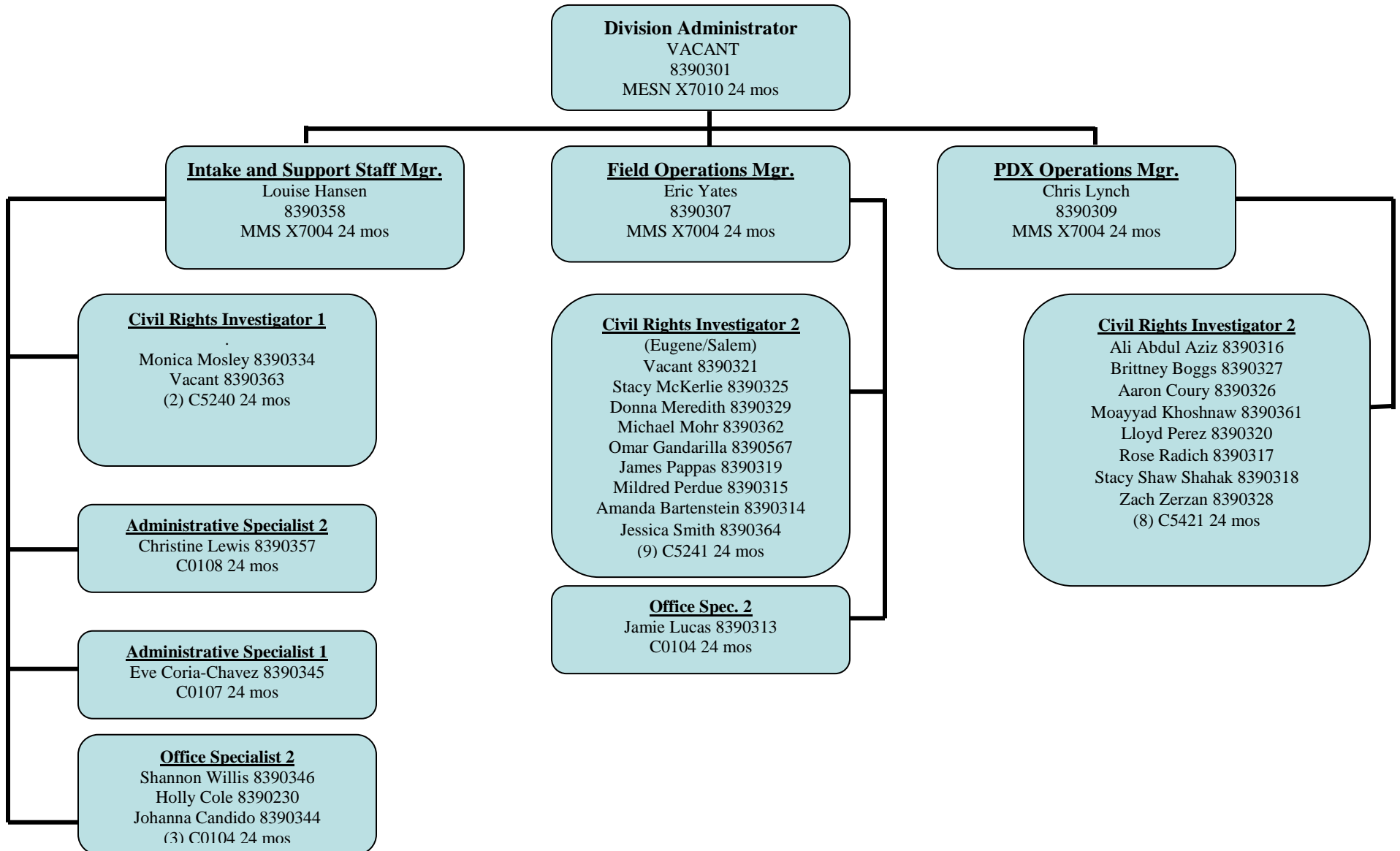




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Civil Rights Division

January 2019





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**Apprenticeship and Training Division
March 2019**

