



## Oregon AFSCME Urges Your Support of SB 479A

Dear Chair Williamson, Co-chairs Gorsek and Sprenger and members of the House Judiciary Committee,

Thank you, for this opportunity to provide testimony in support of SB 479A. Oregon AFSCME represents nearly 27,000 employees in the state, county and municipal employees as well as many employees at OHSU, and many non-profits.

For too long we have swept under our collective rug harassment and abuse and SB 479A and other bills addressing harassment in the workplace are far overdue. The responsibility is with all of us to ensure that everyone feels safe in the spaces that we occupy. As we collectively work to make our work, learning and public spaces safer, more welcoming and more inclusive it is import to have laws that set the expectations of employers and move our society toward those expectations. SB 479A sets those expectations for our public employers for creating safe and harassment free work spaces by requiring written policies prohibiting harassment, the process of redress, the timeline for the process, provisions to protect the identity of the individuals reporting threaten or harmful behavior and other items that make the process clear to all involved. All employees and others that may be working in a volunteer capacity should have a clear process to report and have action taken when they have been harassed, bullied, or otherwise made to feel unsafe while providing for themselves and their families through work. These are basic steps the ensuring all know and have access to recourse when they have been made to feel unsafe in a public space where they are working.

Please support the voices of those who have been brushed off, ignored or actively silenced and prevent further trauma from occurring and pass SB 479A. AFSCME thanks you for your support and the other bills addressing harassment and the steps you are taking to make workplaces safer for all.

Respectfully submitted by Eva Rippeteau, political coordinator, Oregon AFSCME Council 75