

From the desk of  
state Senator  
Kathleen Taylor

## Support for SB 726A The Oregon Workplace Fairness Act

Senators,

Thank you for the time spent considering SB 726A, the Oregon Workplace Fairness Act. According to the Equal Employment Opportunity Commission,<sup>1</sup> at least one in four women have experienced sexual harassment at work, but as many as 94% of women don't file a complaint and 75% of women experienced retaliation when they did report. Out of 45,000 complaints in 2015, 45% of them were related sexual harassment. These statistics don't reflect a statutory structure that is currently protecting women in the workplace.

The Oregon Workplace Fairness Act aims to address some of the places where current statute is lacking by:

- Extending the statute of limitations from one year to five years
- Restricting the use of non-disclosure agreements and no re-hire provisions where discrimination or harassment occurs
- Directing BOLI to create model policy and procedures for employers regarding discrimination and harassment, and to make that policy available to employees upon hire and when an act of discrimination is alleged
- Ensuring that where an employer has made a good faith determination that an executive has committed an act of discrimination that any severance that was due to be awarded to the harasser may be rendered unenforceable

We believe SB 726A is a critical step forward to ensure that workers across Oregon have better tools to address discrimination and harassment and respectfully request your aye vote.



<sup>1</sup> [https://www.eeoc.gov/eeoc/task\\_force/harassment/report.cfm](https://www.eeoc.gov/eeoc/task_force/harassment/report.cfm)