



Open Government Impact Statement

80th Oregon Legislative Assembly
2019 Regular Session

Measure: SB 479 - A

Only impacts on Original or Engrossed
Versions are Considered Official

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Date: 4/25/2019

SUMMARY

Requires public employers to adopt policies to prevent workplace harassment. Requires public employers to establish policies and procedures for addressing reports of workplace harassment. Requires employer to follow up with victim of reported harassment to determine whether harassment has stopped or if victim has experienced retaliation. Becomes operative January 1, 2020.

Prohibits use of public funds to pay for person's silence or inaction related to allegation or investigation of workplace harassment.

Makes unlawful employment practice for employer to enter into certain agreements with employee that would prevent employee from disclosing or discussing conduct that constitutes workplace harassment. Provides that employer may, in certain circumstances, enter into settlement, separation or severance agreement that includes provision that would prohibit employee from disclosing or discussing such conduct or that would prohibit employee from seeking reemployment with employer as term or condition of agreement. Allows civil and administrative remedies for violation against unlawful practice. Becomes operative October 1, 2020.

Extends timeline for filing complaint with Commissioner of Bureau of Labor and Industries alleging certain unlawful employment practices.

Extends statute of limitations from one year to five years to file civil action for certain violations of law. Provides that extended statute of limitations applies to certain conduct that occurs on or after effective date of Act.

Requires commissioner to adopt any rules necessary to implement certain provisions no later than 90 days after effective date of Act.

Takes effect on 91st day following adjournment sine die.

NOTICE OF NO OPEN GOVERNMENT IMPACT