

**FISCAL IMPACT OF PROPOSED LEGISLATION**

80th Oregon Legislative Assembly – 2019 Regular Session  
Legislative Fiscal Office

**Measure: HB 3415 B**

*Only Impacts on Original or Engrossed  
Versions are Considered Official*

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**Measure Description:**

Requires institutions of higher education to adopt written policies and conduct annual training on sexual harassment, sexual assault, domestic violence, dating violence and stalking.

**Government Unit(s) Affected:**

Public Universities, Oregon Health Sciences University (OHSU), Higher Education Coordinating Commission (HECC), Community Colleges

**Summary of Fiscal Impact:**

Costs related to the measure are indeterminate at this time - See explanatory analysis.

**Analysis:** The bill requires institutions of higher education to adopt written policies concerning sexual harassment, sexual assault, domestic violence, dating violence and stalking that occur both on and off campus. In addition, the bill mandates that these policies include a definition of sexual harassment, as defined in the bill, procedures to address sexual harassment that require further inquiry after notice or constructive notice, and a jurisdictional statement. The policies must be made readily available to students and the bill requires all relevant staff to participate in specified training, including Title IX coordinators, investigators, and campus security officers.

The Higher Education Coordinating Commission (HECC) reports that public universities estimate the fiscal impact to expand training through external trainers is between \$7,000 and \$20,000 per campus, for a total fiscal impact of \$212,000 per biennium. The increased annual training cost is likely a minimal impact for each of the universities. If the intent is to have the universities hire subject matter experts to deliver the training, the fiscal impact of the bill would be approximately \$1.5 million per biennium for public universities.

Community colleges state that they have existing polices related sexual harassment, sexual assault, domestic violence, dating violence and stalking. While they already provide some training, each college will have costs to meet the requirements of the bill. The cost would vary among the community colleges, but is likely similar to the range for public universities.

The Oregon Health Sciences University anticipates a fiscal impact of between \$20,000 and \$25,000 per year, which is anticipated to be absorbable within existing resources.