

Requested by Representative NOBLE

**PROPOSED AMENDMENTS TO  
HOUSE BILL 2936**

1 On page 1 of the printed bill, line 2, before the period insert “; creating  
2 new provisions; and amending ORS 659A.330”.

3 Delete lines 4 through 27 and delete page 2 and insert:

4 **“SECTION 1. Sections 2 and 3 of this 2021 Act are added to and  
5 made a part of ORS 181A.355 to 181A.670.**

6 **“SECTION 2. The Department of Public Safety Standards and  
7 Training shall create a uniform background checklist and a standard-  
8 ized personal history questionnaire for use by law enforcement units  
9 in hiring applicants to be public safety officers. The checklist must  
10 include a description of the law enforcement unit’s investigation of the  
11 applicant, including but not limited to:**

12 **“(1) Information about a psychiatric or psychological evaluation of  
13 the applicant, including the evaluator’s name and license number and  
14 an assessment of the applicant’s tendencies, feelings and opinions to-  
15 ward diverse cultures, races and ethnicities and differing social, poli-  
16 tical, economic and life statuses;**

17 **“(2) Investigation of the applicant’s finances; and**

18 **“(3) Identification of at least three references provided by the ap-  
19 plicant that are interviewed by the law enforcement unit.**

20 **“SECTION 3. A law enforcement unit that employs police officers  
21 or reserve officers shall adopt policies that set standards for speech**

1 and expression by officers in and outside the course and scope of em-  
2 ployment. The policies must apply to all forms of speech and ex-  
3 pression, including but not limited to film, video, print media, public  
4 and private speech and use of Internet services including but not lim-  
5 ited to electronic mail, file transfer, remote computer access, news  
6 services, social networking, social media, instant messaging, blogs,  
7 forums and video and other file-sharing sites. The policies may not  
8 violate the constitutional rights to free speech and expression.

9 **“SECTION 4. (1) As used in this section:**

10 **“(a) ‘Employment information’ means written information in con-**  
11 **nection with job applications, performance evaluations, attendance**  
12 **records, disciplinary actions, eligibility for rehire and other informa-**  
13 **tion relevant to the performance of a public safety officer.**

14 **“(b) ‘Law enforcement unit’ has the meaning given that term in**  
15 **ORS 181A.355.**

16 **“(c) ‘Public safety officer’ has the meaning given that term in ORS**  
17 **181A.355.**

18 **“(2) When an employer receives a request for employment infor-**  
19 **mation from a law enforcement unit for the purpose of hiring an ap-**  
20 **plicant to be a public safety officer, the employer shall provide the**  
21 **employment information to the law enforcement unit if:**

22 **“(a) The request is made in writing; and**

23 **“(b) The request is accompanied by a notarized authorization by the**  
24 **applicant releasing the employer of liability.**

25 **“(3) An employer may charge reasonable fees to cover actual costs**  
26 **incurred in disclosing employment information under this section.**

27 **“(4) An employer is not subject to civil liability arising out of the**  
28 **disclosure of employment information under this section.**

29 **“(5) A law enforcement unit may bring an action for an injunction**  
30 **in circuit court to compel an employer to disclose employment infor-**

1 **mation under this section.**

2 **“(6) Employment information disclosed to a law enforcement unit**  
3 **under this section is confidential as provided in ORS 192.355 (4) and**  
4 **may not be further disclosed by the law enforcement unit, except to**  
5 **another law enforcement unit conducting a background check for the**  
6 **purpose of hiring the applicant. A law enforcement unit that receives**  
7 **employment information from another law enforcement unit under**  
8 **this subsection may use the information only for investigative leads**  
9 **and shall independently verify the information.**

10 **“SECTION 5.** ORS 659A.330 is amended to read:

11 **“659A.330. (1) It is an unlawful employment practice for an employer to:**

12 **“(a) Require or request an employee or an applicant for employment to**  
13 **establish or maintain a personal social media account, or to disclose or to**  
14 **provide access through the employee’s or applicant’s user name and pass-**  
15 **word, password or other means of authentication that provides access to a**  
16 **personal social media account;**

17 **“(b) Require an employee or an applicant for employment to authorize the**  
18 **employer to advertise on the personal social media account of the employee**  
19 **or applicant;**

20 **“(c) Compel an employee or applicant for employment to add the employer**  
21 **or an employment agency to the employee’s or applicant’s list of contacts**  
22 **associated with a social media website;**

23 **“(d) Except as provided in subsection (4)(b) of this section, compel an**  
24 **employee or applicant for employment to access a personal social media ac-**  
25 **count in the presence of the employer and in a manner that enables the**  
26 **employer to view the contents of the personal social media account that are**  
27 **visible only when the personal social media account is accessed by the ac-**  
28 **count holder’s user name and password, password or other means of**  
29 **authentication;**

30 **“(e) Take, or threaten to take, any action to discharge, discipline or oth-**

1 erwise penalize an employee for the employee’s refusal to:

2 “(A) Establish or maintain a personal social media account;

3 “(B) Disclose, or provide access through, the employee’s user name and  
4 password, password or other means of authentication that is associated with  
5 a personal social media account;

6 “(C) Add the employer to the employee’s list of contacts associated with  
7 a social media website; or

8 “(D) Access a personal social media account as described in paragraph (d)  
9 of this subsection; or

10 “(f) Fail or refuse to hire an applicant for employment because the ap-  
11 plicant refused to:

12 “(A) Establish or maintain a personal social media account;

13 “(B) Disclose, or provide access through, the applicant’s user name and  
14 password, password or other means of authentication that is associated with  
15 a personal social media account;

16 “(C) Add the employer to the applicant’s list of contacts associated with  
17 a social media website; or

18 “(D) Access a personal social media account as described in paragraph (d)  
19 of this subsection.

20 “(2) An employer may require an employee to disclose any user name and  
21 password, password or other means for accessing an account provided by, or  
22 on behalf of, the employer or to be used on behalf of the employer.

23 “(3) An employer may not be held liable for the failure to request or re-  
24 quire an employee or applicant to disclose the information specified in sub-  
25 section (1)(a) of this section.

26 “(4) Nothing in this section prevents an employer from:

27 “(a) Conducting an investigation, without requiring an employee to pro-  
28 vide a user name and password, password or other means of authentication  
29 that provides access to a personal social media account of the employee, for  
30 the purpose of ensuring compliance with applicable laws, regulatory re-

1 requirements or prohibitions against work-related employee misconduct based  
2 on receipt by the employer of specific information about activity of the em-  
3 ployee on a personal online account or service.

4 “(b) Conducting an investigation permitted under this subsection that re-  
5 quires an employee, without providing a user name and password, password  
6 or other means of authentication that provides access to a personal social  
7 media account of the employee, to share content that has been reported to  
8 the employer that is necessary for the employer to make a factual determi-  
9 nation about the matter.

10 “(c) Complying with state and federal laws, rules and regulations and the  
11 rules of self-regulatory organizations.

12 “(5) Nothing in this section prohibits an employer from accessing infor-  
13 mation available to the public about the employee or applicant that is ac-  
14 cessible through an online account.

15 “(6) If an employer inadvertently receives the user name and password,  
16 password or other means of authentication that provides access to a personal  
17 social media account of an employee through the use of an electronic device  
18 or program that monitors usage of the employer’s network or employer-  
19 provided devices, the employer is not liable for having the information but  
20 may not use the information to access the personal social media account of  
21 the employee.

22 “(7) **This section does not apply to an employer that is a law**  
23 **enforcement unit as defined in ORS 181A.355.**

24 “[7] (8) As used in this section:

25 “(a) ‘Personal social media account’ means a social media account that  
26 is used by an employee or applicant for employment exclusively for personal  
27 purposes unrelated to any business purpose of the employer or prospective  
28 employer and that is not provided by or paid for by the employer or pro-  
29 spective employer.

30 “(b) ‘Social media’ means an electronic medium that allows users to cre-

1 ate, share and view user-generated content, including, but not limited to,  
2 uploading or downloading videos, still photographs, blogs, video blogs,  
3 podcasts, instant messages, electronic mail or Internet website profiles or  
4 locations.”.

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