

# House Bill 2944

Sponsored by Representative MORGAN, Senator THATCHER; Representative WRIGHT (Pre-session filed.)

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Prohibits discrimination in places of public accommodation on basis of person's medical history.  
Prohibits discrimination in education on basis of person's medical history.

Prohibits school districts from requiring disclosure of student's medical history as condition of student attending school.

Declares emergency, effective on passage.

## A BILL FOR AN ACT

Relating to discrimination based on medical history; creating new provisions; amending ORS 433.240, 433.255, 433.267, 433.269, 433.273, 659.850, 659A.006, 659A.403, 659A.406, 659A.409 and 659A.885; and declaring an emergency.

**Be It Enacted by the People of the State of Oregon:**

## UNLAWFUL DISCRIMINATION IN PUBLIC ACCOMMODATIONS

**SECTION 1.** ORS 659A.006 is amended to read:

659A.006. (1) It is declared to be the public policy of Oregon that practices of unlawful discrimination against any of its inhabitants because of race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, age, disability or familial status are a matter of state concern and that this discrimination not only threatens the rights and privileges of its inhabitants but menaces the institutions and foundation of a free democratic state.

(2) The opportunity to obtain employment or housing or to use and enjoy places of public accommodation without unlawful discrimination because of race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, **medical history**, age or disability hereby is recognized as and declared to be a civil right.

(3) It is not an unlawful practice for a bona fide church or other religious institution to take any action with respect to housing or the use of facilities based on a bona fide religious belief about sexual orientation or gender identity as long as the housing or the use of facilities is closely connected with or related to the primary purposes of the church or institution and is not connected with a commercial or business activity that has no necessary relationship to the church or institution.

(4) It is not an unlawful employment practice for a bona fide church or other religious institution, including but not limited to a school, hospital or church camp, to prefer an employee, or an applicant for employment, of one religious sect or persuasion over another if:

(a) The religious sect or persuasion to which the employee or applicant belongs is the same as that of the church or institution;

(b) In the opinion of the church or institution, the preference will best serve the purposes of the

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 church or institution; and

2 (c) The employment involved is closely connected with or related to the primary purposes of the  
 3 church or institution and is not connected with a commercial or business activity that has no nec-  
 4 essary relationship to the church or institution.

5 (5) It is not an unlawful employment practice for a bona fide church or other religious institu-  
 6 tion to take any employment action based on a bona fide religious belief about sexual orientation  
 7 or gender identity:

8 (a) In employment positions directly related to the operation of a church or other place of  
 9 worship, such as clergy, religious instructors and support staff;

10 (b) In employment positions in a nonprofit religious school, nonprofit religious camp, nonprofit  
 11 religious day care center, nonprofit religious thrift store, nonprofit religious bookstore, nonprofit  
 12 religious radio station or nonprofit religious shelter; or

13 (c) In other employment positions that involve religious activities, as long as the employment  
 14 involved is closely connected with or related to the primary purposes of the church or institution  
 15 and is not connected with a commercial or business activity that has no necessary relationship to  
 16 the church or institution.

17 **SECTION 2.** ORS 659A.403 is amended to read:

18 659A.403. (1) Except as provided in subsection (2) of this section, all persons within the juris-  
 19 diction of this state are entitled to the full and equal accommodations, advantages, facilities and  
 20 privileges of any place of public accommodation, without any distinction, discrimination or re-  
 21 striction on account of race, color, religion, sex, sexual orientation, gender identity, national origin,  
 22 marital status, **medical history** or age if the individual is of age, as described in this section, or  
 23 older.

24 (2) Subsection (1) of this section does not prohibit:

25 (a) The enforcement of laws governing the consumption of alcoholic beverages by minors and  
 26 the frequenting by minors of places of public accommodation where alcoholic beverages are served;

27 (b) The enforcement of laws governing the use of marijuana items, as defined in ORS 475C.009,  
 28 by persons under 21 years of age and the frequenting by persons under 21 years of age of places  
 29 of public accommodation where marijuana items are sold; or

30 (c) The offering of special rates or services to persons 50 years of age or older.

31 (3) It is an unlawful practice for any person to deny full and equal accommodations, advantages,  
 32 facilities and privileges of any place of public accommodation in violation of this section.

33 **SECTION 3.** ORS 659A.406 is amended to read:

34 659A.406. Except as otherwise authorized by ORS 659A.403, it is an unlawful practice for any  
 35 person to aid or abet any place of public accommodation, as defined in ORS 659A.400, or any em-  
 36 ployee or person acting on behalf of the place of public accommodation to make any distinction,  
 37 discrimination or restriction on account of race, color, religion, sex, sexual orientation, gender  
 38 identity, national origin, marital status, **medical history** or age if the individual is 18 years of age  
 39 or older.

40 **SECTION 4.** ORS 659A.409 is amended to read:

41 659A.409. Except as provided by laws governing the consumption of alcoholic beverages by mi-  
 42 nors, the use of marijuana items, as defined in ORS 475C.009, by persons under 21 years of age, the  
 43 frequenting by minors of places of public accommodation where alcoholic beverages are served and  
 44 the frequenting by persons under 21 years of age of places of public accommodation where  
 45 marijuana items are sold, and except for special rates or services offered to persons 50 years of age

1 or older, it is an unlawful practice for any person acting on behalf of any place of public accom-  
 2 modation as defined in ORS 659A.400 to publish, circulate, issue or display, or cause to be published,  
 3 circulated, issued or displayed, any communication, notice, advertisement or sign of any kind to the  
 4 effect that any of the accommodations, advantages, facilities, services or privileges of the place of  
 5 public accommodation will be refused, withheld from or denied to, or that any discrimination will  
 6 be made against, any person on account of race, color, religion, sex, sexual orientation, gender  
 7 identity, national origin, marital status, **medical history** or age if the individual is of age, as de-  
 8 scribed in this section, or older.

9 **SECTION 5.** ORS 659A.885, as amended by section 7, chapter 99, Oregon Laws 2022, is amended  
 10 to read:

11 659A.885. (1) Any person claiming to be aggrieved by an unlawful practice specified in sub-  
 12 section (2) of this section may file a civil action in circuit court. In any action under this subsection,  
 13 the court may order injunctive relief and any other equitable relief that may be appropriate, in-  
 14 cluding but not limited to reinstatement or the hiring of employees with or without back pay. A  
 15 court may order back pay in an action under this subsection only for the two-year period imme-  
 16 diately preceding the filing of a complaint under ORS 659A.820 with the Commissioner of the Bureau  
 17 of Labor and Industries, or if a complaint was not filed before the action was commenced, the two-  
 18 year period immediately preceding the filing of the action. In any action under this subsection, the  
 19 court may allow the prevailing party costs and reasonable attorney fees at trial and on appeal. Ex-  
 20 cept as provided in subsection (3) of this section:

21 (a) The judge shall determine the facts in an action under this subsection; and

22 (b) Upon any appeal of a judgment in an action under this subsection, the appellate court shall  
 23 review the judgment pursuant to the standard established by ORS 19.415 (3).

24 (2) An action may be brought under subsection (1) of this section alleging a violation of:

25 (a) ORS 10.090, 10.092, 25.337, 25.424, 171.120, 243.323, 408.230, 408.237 (2), 475C.285, 476.574,  
 26 652.020, 652.220, 652.355, 653.060, 653.263, 653.265, 653.547, 653.549, 653.601 to 653.661, 659.852,  
 27 659A.030, 659A.040, 659A.043, 659A.046, 659A.063, 659A.069, 659A.082, 659A.088, 659A.103 to  
 28 659A.145, 659A.147, 659A.150 to 659A.186, 659A.194, 659A.199, 659A.203, 659A.218, 659A.228,  
 29 659A.230, 659A.233, 659A.236, 659A.250 to 659A.262, 659A.277, 659A.290, 659A.300, 659A.306,  
 30 659A.309, 659A.315, 659A.318, 659A.320, 659A.343, 659A.355, 659A.370 or 659A.421 or section 5,  
 31 chapter 99, Oregon Laws 2022; or

32 (b) ORS 653.470, except an action may not be brought for a claim relating to ORS 653.450.

33 (3) In any action under subsection (1) of this section alleging a violation of ORS 25.337, 25.424,  
 34 243.323, 652.220, 652.355, 653.547, 653.549, 659.852, 659A.030, 659A.040, 659A.043, 659A.046, 659A.069,  
 35 659A.082, 659A.103 to 659A.145, 659A.199, 659A.203, 659A.228, 659A.230, 659A.250 to 659A.262,  
 36 659A.290, 659A.318, 659A.343, 659A.355, 659A.370 or 659A.421:

37 (a) The court may award, in addition to the relief authorized under subsection (1) of this section,  
 38 compensatory damages or \$200, whichever is greater, and punitive damages;

39 (b) At the request of any party, the action shall be tried to a jury;

40 (c) Upon appeal of any judgment finding a violation, the appellate court shall review the judg-  
 41 ment pursuant to the standard established by ORS 19.415 (1); and

42 (d) Any attorney fee agreement shall be subject to approval by the court.

43 (4) Notwithstanding ORS 31.730, in an action under subsection (1) of this section alleging a vi-  
 44 olation of ORS 652.220, the court may award punitive damages if:

45 (a) It is proved by clear and convincing evidence that an employer has engaged in fraud, acted

1 with malice or acted with willful and wanton misconduct; or

2 (b) An employer was previously adjudicated in a proceeding under this section or under ORS  
3 659A.850 for a violation of ORS 652.220.

4 (5) In any action under subsection (1) of this section alleging a violation of ORS 653.060 or  
5 659A.147, the court may award, in addition to the relief authorized under subsection (1) of this sec-  
6 tion, compensatory damages or \$200, whichever is greater.

7 (6) In any action under subsection (1) of this section alleging a violation of ORS 171.120, 476.574  
8 or 659A.218, the court may award, in addition to the relief authorized under subsection (1) of this  
9 section, compensatory damages or \$250, whichever is greater.

10 (7) In any action under subsection (1) of this section alleging a violation of ORS 10.090 or 10.092,  
11 the court may award, in addition to the relief authorized under subsection (1) of this section, a civil  
12 penalty in the amount of \$720.

13 (8) Any individual against whom any distinction, discrimination or restriction on account of  
14 race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, **medical**  
15 **history** or age, if the individual is 18 years of age or older, has been made by any place of public  
16 accommodation, as defined in ORS 659A.400, by any employee or person acting on behalf of the place  
17 or by any person aiding or abetting the place or person in violation of ORS 659A.406 may bring an  
18 action against the operator or manager of the place, the employee or person acting on behalf of the  
19 place or the aider or abettor of the place or person. Notwithstanding subsection (1) of this section,  
20 in an action under this subsection:

21 (a) The court may award, in addition to the relief authorized under subsection (1) of this section,  
22 compensatory and punitive damages;

23 (b) The operator or manager of the place of public accommodation, the employee or person  
24 acting on behalf of the place, and any aider or abettor shall be jointly and severally liable for all  
25 damages awarded in the action;

26 (c) At the request of any party, the action shall be tried to a jury;

27 (d) The court shall award reasonable attorney fees to a prevailing plaintiff;

28 (e) The court may award reasonable attorney fees and expert witness fees incurred by a de-  
29 fendant who prevails only if the court determines that the plaintiff had no objectively reasonable  
30 basis for asserting a claim or no reasonable basis for appealing an adverse decision of a trial court;  
31 and

32 (f) Upon any appeal of a judgment under this subsection, the appellate court shall review the  
33 judgment pursuant to the standard established by ORS 19.415 (1).

34 (9) When the commissioner or the Attorney General has reasonable cause to believe that a  
35 person or group of persons is engaged in a pattern or practice of resistance to the rights protected  
36 by ORS 659A.145 or 659A.421 or federal housing law, or that a group of persons has been denied  
37 any of the rights protected by ORS 659A.145 or 659A.421 or federal housing law, the commissioner  
38 or the Attorney General may file a civil action on behalf of the aggrieved persons in the same  
39 manner as a person or group of persons may file a civil action under this section. In a civil action  
40 filed under this subsection, the court may assess against the respondent, in addition to the relief  
41 authorized under subsections (1) and (3) of this section, a civil penalty:

42 (a) In an amount not exceeding \$50,000 for a first violation; and

43 (b) In an amount not exceeding \$100,000 for any subsequent violation.

44 (10) In any action under subsection (1) of this section alleging a violation of ORS 659A.145 or  
45 659A.421 or alleging discrimination under federal housing law, when the commissioner is pursuing

1 the action on behalf of an aggrieved complainant, the court shall award reasonable attorney fees to  
 2 the commissioner if the commissioner prevails in the action. The court may award reasonable at-  
 3 torney fees and expert witness fees incurred by a defendant that prevails in the action if the court  
 4 determines that the commissioner had no objectively reasonable basis for asserting the claim or for  
 5 appealing an adverse decision of the trial court.

6 (11) In an action under subsection (1) or (9) of this section alleging a violation of ORS 659A.145  
 7 or 659A.421 or discrimination under federal housing law:

8 (a) “Aggrieved person” includes a person who believes that the person:

9 (A) Has been injured by an unlawful practice or discriminatory housing practice; or

10 (B) Will be injured by an unlawful practice or discriminatory housing practice that is about to  
 11 occur.

12 (b) An aggrieved person in regard to issues to be determined in an action may intervene as of  
 13 right in the action. The Attorney General may intervene in the action if the Attorney General cer-  
 14 tifies that the case is of general public importance. The court may allow an intervenor prevailing  
 15 party costs and reasonable attorney fees at trial and on appeal.

16 **SECTION 6.** ORS 659A.885, as amended by section 10, chapter 197, Oregon Laws 2017, section  
 17 6, chapter 139, Oregon Laws 2019, section 8, chapter 343, Oregon Laws 2019, section 8, chapter 463,  
 18 Oregon Laws 2019, section 13, chapter 701, Oregon Laws 2019, section 45, chapter 367, Oregon Laws  
 19 2021, and section 8, chapter 99, Oregon Laws 2022, is amended to read:

20 659A.885. (1) Any person claiming to be aggrieved by an unlawful practice specified in sub-  
 21 section (2) of this section may file a civil action in circuit court. In any action under this subsection,  
 22 the court may order injunctive relief and any other equitable relief that may be appropriate, in-  
 23 cluding but not limited to reinstatement or the hiring of employees with or without back pay. A  
 24 court may order back pay in an action under this subsection only for the two-year period imme-  
 25 diately preceding the filing of a complaint under ORS 659A.820 with the Commissioner of the Bureau  
 26 of Labor and Industries, or if a complaint was not filed before the action was commenced, the two-  
 27 year period immediately preceding the filing of the action. In any action under this subsection, the  
 28 court may allow the prevailing party costs and reasonable attorney fees at trial and on appeal. Ex-  
 29 cept as provided in subsection (3) of this section:

30 (a) The judge shall determine the facts in an action under this subsection; and

31 (b) Upon any appeal of a judgment in an action under this subsection, the appellate court shall  
 32 review the judgment pursuant to the standard established by ORS 19.415 (3).

33 (2) An action may be brought under subsection (1) of this section alleging a violation of:

34 (a) ORS 10.090, 10.092, 25.337, 25.424, 171.120, 243.323, 408.230, 408.237 (2), 475C.285, 476.574,  
 35 652.020, 652.220, 652.355, 653.060, 653.263, 653.265, 653.547, 653.549, 653.601 to 653.661, 659.852,  
 36 659A.030, 659A.040, 659A.043, 659A.046, 659A.063, 659A.069, 659A.082, 659A.088, 659A.103 to  
 37 659A.145, 659A.147, 659A.150 to 659A.186, 659A.194, 659A.199, 659A.203, 659A.218, 659A.228,  
 38 659A.230, 659A.233, 659A.236, 659A.250 to 659A.262, 659A.277, 659A.290, 659A.300, 659A.306,  
 39 659A.309, 659A.315, 659A.318, 659A.320, 659A.343, 659A.355, 659A.357, 659A.370 or 659A.421 or sec-  
 40 tion 5, chapter 99, Oregon Laws 2022; or

41 (b) ORS 653.470, except an action may not be brought for a claim relating to ORS 653.450.

42 (3) In any action under subsection (1) of this section alleging a violation of ORS 25.337, 25.424,  
 43 243.323, 652.220, 652.355, 653.547, 653.549, 659.852, 659A.030, 659A.040, 659A.043, 659A.046, 659A.069,  
 44 659A.082, 659A.103 to 659A.145, 659A.199, 659A.203, 659A.228, 659A.230, 659A.250 to 659A.262,  
 45 659A.290, 659A.318, 659A.343, 659A.355, 659A.357, 659A.370 or 659A.421:

1 (a) The court may award, in addition to the relief authorized under subsection (1) of this section,  
2 compensatory damages or \$200, whichever is greater, and punitive damages;

3 (b) At the request of any party, the action shall be tried to a jury;

4 (c) Upon appeal of any judgment finding a violation, the appellate court shall review the judg-  
5 ment pursuant to the standard established by ORS 19.415 (1); and

6 (d) Any attorney fee agreement shall be subject to approval by the court.

7 (4) Notwithstanding ORS 31.730, in an action under subsection (1) of this section alleging a vi-  
8 olation of ORS 652.220, the court may award punitive damages if:

9 (a) It is proved by clear and convincing evidence that an employer has engaged in fraud, acted  
10 with malice or acted with willful and wanton misconduct; or

11 (b) An employer was previously adjudicated in a proceeding under this section or under ORS  
12 659A.850 for a violation of ORS 652.220.

13 (5) In any action under subsection (1) of this section alleging a violation of ORS 653.060 or  
14 659A.147, the court may award, in addition to the relief authorized under subsection (1) of this sec-  
15 tion, compensatory damages or \$200, whichever is greater.

16 (6) In any action under subsection (1) of this section alleging a violation of ORS 171.120, 476.574  
17 or 659A.218, the court may award, in addition to the relief authorized under subsection (1) of this  
18 section, compensatory damages or \$250, whichever is greater.

19 (7) In any action under subsection (1) of this section alleging a violation of ORS 10.090 or 10.092,  
20 the court may award, in addition to the relief authorized under subsection (1) of this section, a civil  
21 penalty in the amount of \$720.

22 (8) Any individual against whom any distinction, discrimination or restriction on account of  
23 race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, **medical**  
24 **history** or age, if the individual is 18 years of age or older, has been made by any place of public  
25 accommodation, as defined in ORS 659A.400, by any employee or person acting on behalf of the place  
26 or by any person aiding or abetting the place or person in violation of ORS 659A.406 may bring an  
27 action against the operator or manager of the place, the employee or person acting on behalf of the  
28 place or the aider or abettor of the place or person. Notwithstanding subsection (1) of this section,  
29 in an action under this subsection:

30 (a) The court may award, in addition to the relief authorized under subsection (1) of this section,  
31 compensatory and punitive damages;

32 (b) The operator or manager of the place of public accommodation, the employee or person  
33 acting on behalf of the place, and any aider or abettor shall be jointly and severally liable for all  
34 damages awarded in the action;

35 (c) At the request of any party, the action shall be tried to a jury;

36 (d) The court shall award reasonable attorney fees to a prevailing plaintiff;

37 (e) The court may award reasonable attorney fees and expert witness fees incurred by a de-  
38 fendant who prevails only if the court determines that the plaintiff had no objectively reasonable  
39 basis for asserting a claim or no reasonable basis for appealing an adverse decision of a trial court;  
40 and

41 (f) Upon any appeal of a judgment under this subsection, the appellate court shall review the  
42 judgment pursuant to the standard established by ORS 19.415 (1).

43 (9) When the commissioner or the Attorney General has reasonable cause to believe that a  
44 person or group of persons is engaged in a pattern or practice of resistance to the rights protected  
45 by ORS 659A.145 or 659A.421 or federal housing law, or that a group of persons has been denied

1 any of the rights protected by ORS 659A.145 or 659A.421 or federal housing law, the commissioner  
 2 or the Attorney General may file a civil action on behalf of the aggrieved persons in the same  
 3 manner as a person or group of persons may file a civil action under this section. In a civil action  
 4 filed under this subsection, the court may assess against the respondent, in addition to the relief  
 5 authorized under subsections (1) and (3) of this section, a civil penalty:

6 (a) In an amount not exceeding \$50,000 for a first violation; and

7 (b) In an amount not exceeding \$100,000 for any subsequent violation.

8 (10) In any action under subsection (1) of this section alleging a violation of ORS 659A.145 or  
 9 659A.421 or alleging discrimination under federal housing law, when the commissioner is pursuing  
 10 the action on behalf of an aggrieved complainant, the court shall award reasonable attorney fees to  
 11 the commissioner if the commissioner prevails in the action. The court may award reasonable at-  
 12 torney fees and expert witness fees incurred by a defendant that prevails in the action if the court  
 13 determines that the commissioner had no objectively reasonable basis for asserting the claim or for  
 14 appealing an adverse decision of the trial court.

15 (11) In an action under subsection (1) or (9) of this section alleging a violation of ORS 659A.145  
 16 or 659A.421 or discrimination under federal housing law:

17 (a) "Aggrieved person" includes a person who believes that the person:

18 (A) Has been injured by an unlawful practice or discriminatory housing practice; or

19 (B) Will be injured by an unlawful practice or discriminatory housing practice that is about to  
 20 occur.

21 (b) An aggrieved person in regard to issues to be determined in an action may intervene as of  
 22 right in the action. The Attorney General may intervene in the action if the Attorney General cer-  
 23 tifies that the case is of general public importance. The court may allow an intervenor prevailing  
 24 party costs and reasonable attorney fees at trial and on appeal.

25 **SECTION 7.** ORS 659A.885, as amended by section 10, chapter 197, Oregon Laws 2017, section  
 26 6, chapter 139, Oregon Laws 2019, section 8, chapter 343, Oregon Laws 2019, section 8, chapter 463,  
 27 Oregon Laws 2019, section 58, chapter 700, Oregon Laws 2019, section 13, chapter 701, Oregon Laws  
 28 2019, section 46, chapter 367, Oregon Laws 2021, and section 9, chapter 99, Oregon Laws 2022, is  
 29 amended to read:

30 659A.885. (1) Any person claiming to be aggrieved by an unlawful practice specified in sub-  
 31 section (2) of this section may file a civil action in circuit court. In any action under this subsection,  
 32 the court may order injunctive relief and any other equitable relief that may be appropriate, in-  
 33 cluding but not limited to reinstatement or the hiring of employees with or without back pay. A  
 34 court may order back pay in an action under this subsection only for the two-year period imme-  
 35 diately preceding the filing of a complaint under ORS 659A.820 with the Commissioner of the Bureau  
 36 of Labor and Industries, or if a complaint was not filed before the action was commenced, the two-  
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 38 court may allow the prevailing party costs and reasonable attorney fees at trial and on appeal. Ex-  
 39 cept as provided in subsection (3) of this section:

40 (a) The judge shall determine the facts in an action under this subsection; and

41 (b) Upon any appeal of a judgment in an action under this subsection, the appellate court shall  
 42 review the judgment pursuant to the standard established by ORS 19.415 (3).

43 (2) An action may be brought under subsection (1) of this section alleging a violation of:

44 (a) ORS 10.090, 10.092, 25.337, 25.424, 171.120, 243.323, 408.230, 408.237 (2), 475C.285, 476.574,  
 45 652.020, 652.220, 652.355, 653.060, 653.263, 653.265, 653.547, 653.549, 653.601 to 653.661, 657B.060 and

1 657B.070, 659.852, 659A.030, 659A.040, 659A.043, 659A.046, 659A.063, 659A.069, 659A.082, 659A.088,  
 2 659A.103 to 659A.145, 659A.147, 659A.150 to 659A.186, 659A.194, 659A.199, 659A.203, 659A.218,  
 3 659A.228, 659A.230, 659A.233, 659A.236, 659A.250 to 659A.262, 659A.277, 659A.290, 659A.300,  
 4 659A.306, 659A.309, 659A.315, 659A.318, 659A.320, 659A.343, 659A.355, 659A.357, 659A.370 or  
 5 659A.421 or section 5, chapter 99, Oregon Laws 2022; or

6 (b) ORS 653.470, except an action may not be brought for a claim relating to ORS 653.450.

7 (3) In any action under subsection (1) of this section alleging a violation of ORS 25.337, 25.424,  
 8 243.323, 652.220, 652.355, 653.547, 653.549, 657B.060 and 657B.070, 659.852, 659A.030, 659A.040,  
 9 659A.043, 659A.046, 659A.069, 659A.082, 659A.103 to 659A.145, 659A.199, 659A.203, 659A.228,  
 10 659A.230, 659A.250 to 659A.262, 659A.290, 659A.318, 659A.343, 659A.355, 659A.357, 659A.370 or  
 11 659A.421:

12 (a) The court may award, in addition to the relief authorized under subsection (1) of this section,  
 13 compensatory damages or \$200, whichever is greater, and punitive damages;

14 (b) At the request of any party, the action shall be tried to a jury;

15 (c) Upon appeal of any judgment finding a violation, the appellate court shall review the judg-  
 16 ment pursuant to the standard established by ORS 19.415 (1); and

17 (d) Any attorney fee agreement shall be subject to approval by the court.

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 19 olation of ORS 652.220, the court may award punitive damages if:

20 (a) It is proved by clear and convincing evidence that an employer has engaged in fraud, acted  
 21 with malice or acted with willful and wanton misconduct; or

22 (b) An employer was previously adjudicated in a proceeding under this section or under ORS  
 23 659A.850 for a violation of ORS 652.220.

24 (5) In any action under subsection (1) of this section alleging a violation of ORS 653.060 or  
 25 659A.147, the court may award, in addition to the relief authorized under subsection (1) of this sec-  
 26 tion, compensatory damages or \$200, whichever is greater.

27 (6) In any action under subsection (1) of this section alleging a violation of ORS 171.120, 476.574  
 28 or 659A.218, the court may award, in addition to the relief authorized under subsection (1) of this  
 29 section, compensatory damages or \$250, whichever is greater.

30 (7) In any action under subsection (1) of this section alleging a violation of ORS 10.090 or 10.092,  
 31 the court may award, in addition to the relief authorized under subsection (1) of this section, a civil  
 32 penalty in the amount of \$720.

33 (8) Any individual against whom any distinction, discrimination or restriction on account of  
 34 race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, **medical**  
 35 **history** or age, if the individual is 18 years of age or older, has been made by any place of public  
 36 accommodation, as defined in ORS 659A.400, by any employee or person acting on behalf of the place  
 37 or by any person aiding or abetting the place or person in violation of ORS 659A.406 may bring an  
 38 action against the operator or manager of the place, the employee or person acting on behalf of the  
 39 place or the aider or abettor of the place or person. Notwithstanding subsection (1) of this section,  
 40 in an action under this subsection:

41 (a) The court may award, in addition to the relief authorized under subsection (1) of this section,  
 42 compensatory and punitive damages;

43 (b) The operator or manager of the place of public accommodation, the employee or person  
 44 acting on behalf of the place, and any aider or abettor shall be jointly and severally liable for all  
 45 damages awarded in the action;



1 (c) At the request of any party, the action shall be tried to a jury;

2 (d) The court shall award reasonable attorney fees to a prevailing plaintiff;

3 (e) The court may award reasonable attorney fees and expert witness fees incurred by a de-  
4 fendant who prevails only if the court determines that the plaintiff had no objectively reasonable  
5 basis for asserting a claim or no reasonable basis for appealing an adverse decision of a trial court;  
6 and

7 (f) Upon any appeal of a judgment under this subsection, the appellate court shall review the  
8 judgment pursuant to the standard established by ORS 19.415 (1).

9 (9) When the commissioner or the Attorney General has reasonable cause to believe that a  
10 person or group of persons is engaged in a pattern or practice of resistance to the rights protected  
11 by ORS 659A.145 or 659A.421 or federal housing law, or that a group of persons has been denied  
12 any of the rights protected by ORS 659A.145 or 659A.421 or federal housing law, the commissioner  
13 or the Attorney General may file a civil action on behalf of the aggrieved persons in the same  
14 manner as a person or group of persons may file a civil action under this section. In a civil action  
15 filed under this subsection, the court may assess against the respondent, in addition to the relief  
16 authorized under subsections (1) and (3) of this section, a civil penalty:

17 (a) In an amount not exceeding \$50,000 for a first violation; and

18 (b) In an amount not exceeding \$100,000 for any subsequent violation.

19 (10) In any action under subsection (1) of this section alleging a violation of ORS 659A.145 or  
20 659A.421 or alleging discrimination under federal housing law, when the commissioner is pursuing  
21 the action on behalf of an aggrieved complainant, the court shall award reasonable attorney fees to  
22 the commissioner if the commissioner prevails in the action. The court may award reasonable at-  
23 torney fees and expert witness fees incurred by a defendant that prevails in the action if the court  
24 determines that the commissioner had no objectively reasonable basis for asserting the claim or for  
25 appealing an adverse decision of the trial court.

26 (11) In an action under subsection (1) or (9) of this section alleging a violation of ORS 659A.145  
27 or 659A.421 or discrimination under federal housing law:

28 (a) "Aggrieved person" includes a person who believes that the person:

29 (A) Has been injured by an unlawful practice or discriminatory housing practice; or

30 (B) Will be injured by an unlawful practice or discriminatory housing practice that is about to  
31 occur.

32 (b) An aggrieved person in regard to issues to be determined in an action may intervene as of  
33 right in the action. The Attorney General may intervene in the action if the Attorney General cer-  
34 tifies that the case is of general public importance. The court may allow an intervenor prevailing  
35 party costs and reasonable attorney fees at trial and on appeal.

36  
37 **UNLAWFUL DISCRIMINATION IN EDUCATION**

38  
39 **SECTION 8.** ORS 659.850 is amended to read:

40 659.850. (1) As used in this section:

41 (a)(A) "Discrimination" means any act that unreasonably differentiates treatment, intended or  
42 unintended, or any act that is fair in form but discriminatory in operation, either of which is based  
43 on race, color, religion, sex, sexual orientation, gender identity, national origin, marital status,  
44 **medical history**, age or disability.

45 (B) "Discrimination" does not include:

1 (i) Enforcement of an otherwise valid dress code or policy, as long as the code or policy:

2 [(i)] (aa) Provides, on a case-by-case basis, for reasonable accommodation of an individual based  
3 on the health and safety needs of the individual; and

4 [(ii)] (bb) Does not have a disproportionate adverse impact on members of a protected class to  
5 a greater extent than the policy impacts persons generally.

6 (ii) **Reliance on a student’s medical history for the purpose of providing educational ser-**  
7 **vices to the student, if the medical history relied upon is limited to only information required**  
8 **for educational purposes.**

9 (b) “Race” includes physical characteristics that are historically associated with race, including  
10 but not limited to natural hair, hair texture, hair type and protective hairstyles as defined in ORS  
11 659A.001.

12 (2) A person may not be subjected to discrimination in any public elementary, secondary or  
13 community college education program or service, school or interschool activity or in any higher  
14 education program or service, school or interschool activity where the program, service, school or  
15 activity is financed in whole or in part by moneys appropriated by the Legislative Assembly.

16 (3) The State Board of Education and the Higher Education Coordinating Commission shall es-  
17 tablish rules necessary to ensure compliance with subsection (2) of this section in the manner re-  
18 quired by ORS chapter 183.

19  
20 **PROHIBITING CONDITION TO STUDENT’S ATTENDANCE AT SCHOOL**

21  
22 **SECTION 9. (1) A school district may not condition a student’s attendance at a school**  
23 **on the disclosure of the student’s medical history to the school district.**

24 (2) **A school district shall ensure that whenever a student’s medical history is requested,**  
25 **including as provided by ORS 336.211 and 433.267, the school district provides a written notice**  
26 **that explains that failure to provide the medical history cannot make the student ineligible**  
27 **to attend school.**

28 (3) **When a student’s medical history is requested for the purpose of providing educa-**  
29 **tional services to a student, a school district shall provide written notice that the disclosure:**

30 (a) **Is voluntary and that failure to disclose does not make a student ineligible to attend**  
31 **school;**

32 (b) **May be limited to only information required for educational purposes; and**

33 (c) **Does not need to include the student’s complete medical history.**

34 (4) **Nothing in this section prevents a school district from requiring a student to:**

35 (a) **Provide information related to, or needed for, the administration of medication under**  
36 **ORS 339.866 or 339.869;**

37 (b) **Have a physical examination as a condition for participating in extracurricular sports,**  
38 **as provided by ORS 336.479; or**

39 (c) **Provide a medical release after exhibiting signs, symptoms or behaviors consistent**  
40 **with a concussion or being diagnosed with a concussion, as provided by ORS 336.485.**

41 **SECTION 10.** ORS 433.240 is amended to read:

42 433.240. [(1)] In adopting ORS 433.235 to 433.284, the Legislative Assembly recognizes the obli-  
43 gation of parents to have their children properly immunized [*and to provide to schools and facilities*  
44 *accurate records of immunization*].

45 [(2) *Notwithstanding ORS 339.030, nothing in ORS 433.235 to 433.284 operates to remove parental*

1 *liability under compulsory attendance laws.]*

2 **SECTION 11.** ORS 433.255 is amended to read:

3 433.255. Except in strict conformity with the rules of the Oregon Health Authority, no child or  
4 employee shall be permitted to be in any school or children’s facility when:

- 5 (1) That child or employee has any restrictable disease; **or**
- 6 (2) That child or employee comes from any house in which exists any restrictable disease.[: or]
- 7 [(3) *That child has been excluded as provided in ORS 433.267 (5) or (7).]*

8 **SECTION 12.** ORS 433.267 is amended to read:

9 433.267. (1) *[As a condition of attendance in any school or children’s facility in this state,]* **A**  
10 **school district may request that** every child through grade 12 *[shall]* submit to the  
11 administrator, *[ unless the school or facility the child attends already has on file a record that indicates*  
12 *that the child has received immunizations against the restrictable diseases prescribed by rules of the*  
13 *Oregon Health Authority as provided in ORS 433.273,]* one of the following:

14 (a) A document signed by the parent, a practitioner of the healing arts who has within the scope  
15 of the practitioner’s license the authority to administer immunizations or a representative of the  
16 local health department certifying the immunizations the child has received;

17 (b) A document signed by a physician or a representative of the local health department stating  
18 that the child should be exempted from receiving specified immunization because of indicated med-  
19 ical diagnosis; or

20 (c) A document, on a form prescribed by the authority by rule and signed by the parent of the  
21 child, stating that the parent is declining one or more immunizations on behalf of the child. A doc-  
22 ument submitted under this paragraph:

23 (A) May include the reason for declining the immunization, including whether the parent is de-  
24 clining the immunization because of a religious or philosophical belief; and

25 (B) Must include either:

26 (i) A signature from a health care practitioner verifying that the health care practitioner has  
27 reviewed with the parent information about the risks and benefits of immunization that is consistent  
28 with information published by the Centers for Disease Control and Prevention and the contents of  
29 the vaccine educational module approved by the authority pursuant to rules adopted under ORS  
30 433.273; or

31 (ii) A certificate verifying that the parent has completed a vaccine educational module approved  
32 by the authority pursuant to rules adopted under ORS 433.273.

33 [(2)(a)] **(2)** A newly entering child or a transferring child *[shall be required]* **may be requested**  
34 to submit the document described in subsection (1) of this section prior to attending the school or  
35 facility.

36 *[(b) Notwithstanding paragraph (a) of this subsection, a child transferring from a school in the*  
37 *United States must submit the document required by subsection (1) of this section not later than the*  
38 *exclusion date set by rule of the authority.]*

39 (3) Persons who have been emancipated pursuant to ORS 419B.558 or who have reached the age  
40 of consent for medical care pursuant to ORS 109.640 may sign those documents on their own behalf  
41 otherwise requiring the signatures of parents under subsection (1) of this section.

42 *[(4) The administrator shall conduct a primary evaluation of the records submitted pursuant to*  
43 *subsection (1) of this section to determine whether the child is entitled to begin attendance by reason*  
44 *of having submitted a document that complies with the requirements of subsection (1) of this section.]*

45 *[(5) If the records do not meet the initial minimum requirements established by rule, the child may*

1 *not be allowed to attend until the requirements are met. If the records meet the initial minimum re-*  
 2 *quirements, the child shall be allowed to attend.]*

3 *[(6) At the time specified by the authority by rule, records for children meeting the initial minimum*  
 4 *requirements and records previously on file shall be reviewed for completion of requirements by the*  
 5 *administrator to determine whether the child is entitled to continue in attendance. If the records do not*  
 6 *comply, the administrator shall notify the local health department and shall transmit any records con-*  
 7 *cerning the child's immunization status to the local health department.]*

8 *[(7) The local health department shall provide for a secondary evaluation of the records to deter-*  
 9 *mine whether the child should be excluded for noncompliance with the requirements stated in sub-*  
 10 *section (1) of this section. If the child is determined to be in noncompliance, the local health department*  
 11 *shall issue an exclusion order and shall send copies of the order to the parent or the person who is*  
 12 *emancipated or has reached the age of majority and the administrator. On the effective date of the or-*  
 13 *der, the administrator shall exclude the child from the school or facility and not allow the child to at-*  
 14 *tend the school or facility until the requirements of this section have been met.]*

15 *[(8) The administrator shall readmit the child to the school or facility when in the judgment of the*  
 16 *local health department the child is in compliance with the requirements of this section.]*

17 *[(9)] (4) The administrator shall be responsible for updating the document described in sub-*  
 18 *section (1)(a) of this section as necessary to reflect the current status of the immunization of the*  
 19 *child and the time at which the child comes into compliance with immunizations against the*  
 20 *restrictable diseases prescribed by rules of the authority pursuant to ORS 433.273.*

21 *[(10)] (5) Nothing in this section shall be construed as relieving agencies, in addition to school*  
 22 *districts, which are involved in the maintenance and evaluation of immunization records on April*  
 23 *27, 1981, from continuing responsibility for these activities.*

24 *[(11)] (6) All documents [required by] **requested under** this section shall be on forms approved*  
 25 *or provided by the authority.*

26 *[(12)] (7) In lieu of signed documents from practitioners, the authority may accept immunization*  
 27 *record updates using practitioner documented immunization records generated by electronic means*  
 28 *or on unsigned practitioner letterhead if the authority determines such records are accurate.*

29 *[(13)] (8) As used in this section:*

30 (a) "Newly entering child" means a child who is initially attending:

31 (A) A facility in this state;

32 (B) A school at the entry grade level;

33 (C) Either a school at any grade level or a facility from homeschooling; or

34 (D) A school at any grade level or a facility after entering the United States from another  
 35 country.

36 (b) "Transferring child" means a child moving from:

37 (A) One facility to another facility;

38 (B) One school in this state to another school in this state when the move is not the result of  
 39 a normal progression of grade level; or

40 (C) A school in another state to a school in this state.

41 **SECTION 13.** ORS 433.269 is amended to read:

42 433.269. (1) A local public health authority shall ensure that immunizations required under ORS  
 43 433.282 and 433.283 and the rules adopted pursuant to ORS 433.273 for *[attendance at]* a school,  
 44 children's facility or post-secondary educational institution are available through local health care  
 45 providers or the local public health authority or its contractors:

1 (a) To the entire population of the area served by the local public health authority in convenient  
2 areas and at convenient times.

3 (b) Regardless of whether a child or student is able to pay for the immunization.

4 (2)(a) Each local public health authority, school and children’s facility shall report annually to  
5 the Oregon Health Authority on:

6 (A) The number of children in the area served by the local public health authority, school or  
7 children’s facility; and

8 (B) The number of children in the area served by the local public health authority, school or  
9 children’s facility who are susceptible to restrictable disease as prescribed by the Oregon Health  
10 Authority’s rules pursuant to ORS 433.273.

11 (b) Each school and children’s facility shall report annually to the Oregon Health Authority on  
12 the number of children in the area served by the school or children’s facility who are in attendance  
13 at the school or children’s facility [*conditionally because of*] **with** an incomplete immunization  
14 schedule.

15 (c) Each local public health authority shall make available to each school and children’s facility  
16 in the area served by the local public health authority data on the immunization rate, by disease,  
17 of children in the area. Upon request, the Oregon Health Authority shall assist local public health  
18 authorities in compiling data for purposes of this paragraph.

19 (d) A child exempted under ORS 433.267 is susceptible to restrictable disease for purposes of this  
20 subsection.

21 (3)(a) For the purpose of providing parents with the information necessary to protect their  
22 children’s health, each school and children’s facility shall make available the information reported  
23 and received by the school and children’s facility pursuant to subsection (2) of this section:

24 (A) At the main office of the school or children’s facility;

25 (B) On the school’s or school district’s website or on the children’s facility’s website, if avail-  
26 able; and

27 (C) To the parents of the children who attend the school or children’s facility, in the form of a  
28 paper document or electronic communication that includes the information in a clear and easy to  
29 understand manner.

30 (b) The information required to be made available under paragraph (a) of this subsection must  
31 be made available at the beginning of each school year [*and not later than one month after the date*  
32 *that children may be excluded as provided by ORS 433.267*].

33 (4) The administrator of a school or children’s facility shall maintain immunization records of  
34 children, including children who are in attendance at the school or children’s facility [*conditionally*  
35 *because of*] **with** an incomplete immunization schedule and children who are exempted as described  
36 in ORS 433.267 (1)(b) and (c).

37 **SECTION 14.** ORS 433.273 is amended to read:

38 433.273. The Oregon Health Authority shall adopt rules pertaining to the implementation of ORS  
39 433.235 to 433.284, which shall include, but need not be limited to:

40 (1) The definition of “restrictable” disease;

41 (2) The required immunization against diseases;

42 (3) The time schedule for immunization;

43 (4) The approved means of immunization;

44 [(5) *The procedures and time schedule whereby children may be excluded from attendance in*  
45 *schools or children’s facilities under ORS 433.267 (1)(b) and (c), provided that the authority includes*

1 *as part of those procedures service of notice to parents;]*

2 [(6)] (5) The manner in which immunization records for children are established, evaluated and  
3 maintained;

4 [(7)] (6) Exemptions for schools and children’s facilities, including exemptions from the reporting  
5 requirements of ORS 433.269 (2) and exemptions from the requirement under ORS 433.269 (3) to make  
6 information available;

7 [(8)] (7) The implementation of ORS 433.282 and 433.283;

8 [(9)] (8) The process for approving a vaccine educational module;

9 [(10)] (9) Criteria for a vaccine educational module, including the requirement that a vaccine  
10 educational module present information that is consistent with information published by the Centers  
11 for Disease Control and Prevention concerning:

12 (a) Epidemiology;

13 (b) The prevention of disease through the use of vaccinations; and

14 (c) The safety and efficacy of vaccines; and

15 [(11)] (10) Documentation required to verify completion of a vaccine educational module, in-  
16 cluding the qualifications of persons who may certify the completion.

17  
18 **CAPTIONS**

19  
20 **SECTION 15. The unit captions used in this 2023 Act are provided only for the conven-**  
21 **ience of the reader and do not become part of the statutory law of this state or express any**  
22 **legislative intent in the enactment of this 2023 Act.**

23  
24 **EMERGENCY CLAUSE**

25  
26 **SECTION 16. This 2023 Act being necessary for the immediate preservation of the public**  
27 **peace, health and safety, an emergency is declared to exist, and this 2023 Act takes effect**  
28 **on its passage.**

29 \_\_\_\_\_