

Enrolled
Senate Bill 692

Sponsored by Senators MANNING JR, TAYLOR; Representatives HUDSON, RUIZ, WALTERS
(Presession filed.)

CHAPTER

AN ACT

Relating to investigations of workplace discrimination at state agencies.

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

SECTION 1. (1) As used in this section and section 2 of this 2023 Act, “state agency” means an agency of the executive branch that is subject to the provisions of ORS chapter 240.

(2) Each state agency shall use an information system maintained by the Oregon Department of Administrative Services to track the internal investigations conducted by the state agency regarding allegations of workplace discrimination and harassment concerning employees of the state agency.

(3) At a minimum, the information system described in subsection (2) of this section must be capable of:

(a) Tracking, on a statewide basis, internal investigations conducted by state agencies regarding workplace discrimination and harassment concerning employees of state agencies; and

(b) Allowing state agencies to share with the department relevant information regarding the internal investigations conducted by the state agencies.

SECTION 2. (1) The Oregon Department of Administrative Services shall develop a formal training program to provide introductory and ongoing training for state agency personnel who conduct internal investigations of allegations of workplace discrimination and harassment concerning employees of state agencies.

(2) At a minimum, the training program must provide instruction that:

(a) Ensures consistency in the investigative processes that are conducted by state agency personnel to reduce the financial and organizational risks associated with the mishandling of, or delays in, workplace discrimination and harassment investigations concerning employees of state agencies;

(b) Provides specialized training in legal requirements, investigation planning, confidentiality, interviewing skills and report writing, as relevant within the context of workplace discrimination and harassment investigations concerning employees of state agencies; and

(c) Prepares investigators to conduct internal investigations regarding workplace discrimination and harassment concerning employees of state agencies efficiently and accurately.

Passed by Senate March 15, 2023

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Lori L. Brocker, Secretary of Senate

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Rob Wagner, President of Senate

Passed by House May 23, 2023

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Dan Rayfield, Speaker of House

Received by Governor:

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Approved:

.....M,....., 2023

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Tina Kotek, Governor

Filed in Office of Secretary of State:

.....M,....., 2023

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Secretary of State