

A-Engrossed
Senate Bill 692

Ordered by the Senate March 13
Including Senate Amendments dated March 13

Sponsored by Senators MANNING JR, TAYLOR (Presession 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.

Directs [*Department of Human Services to develop or acquire and maintain information system for tracking*] **state agencies to use information system maintained by Oregon Department of Administrative Services to track internal investigations [related to] conducted by state agency regarding allegations of workplace discrimination and harassment concerning employees of state agency. Provides minimum requirements for information system.**

Requires department to establish formal training program to provide introductory and ongoing training for state agency personnel who [*investigate*] **conduct internal investigations of allegations of workplace discrimination and harassment concerning employees of state agencies.** Provides minimum requirements for training program.

A BILL FOR AN ACT

1
2 Relating to investigations of workplace discrimination at state agencies.

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

4 **SECTION 1. (1) As used in this section and section 2 of this 2023 Act, "state agency"**
5 **means an agency of the executive branch that is subject to the provisions of ORS chapter**
6 **240.**

7 **(2) Each state agency shall use an information system maintained by the Oregon De-**
8 **partment of Administrative Services to track the internal investigations conducted by the**
9 **state agency regarding allegations of workplace discrimination and harassment concerning**
10 **employees of the state agency.**

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

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

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

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

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

23 **(a) Ensures consistency in the investigative processes that are conducted by state agency**
24 **personnel to reduce the financial and organizational risks associated with the mishandling**

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 of, or delays in, workplace discrimination and harassment investigations concerning em-
2 ployees of state agencies;

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

7 (c) Prepares investigators to conduct internal investigations regarding workplace dis-
8 crimination and harassment concerning employees of state agencies efficiently and accu-
9 rately.

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