

# Senate Bill 692

Sponsored by Senator MANNING JR (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**.

Directs Department of Human Services to develop or acquire and maintain information system for tracking investigations related to allegations of workplace discrimination and harassment.

Requires department to establish formal training program to provide introductory and ongoing training for state agency personnel who investigate allegations of workplace discrimination and harassment. Provides minimum requirements for training program.

## A BILL FOR 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) The Department of Human Services shall, in collaboration with relevant state agencies, develop or acquire and maintain an information system for tracking investigations related to allegations of workplace discrimination and harassment.**

**(2) At a minimum, the information system must be capable of:**

**(a) Tracking investigations of workplace discrimination and harassment on a statewide basis; and**

**(b) Sharing information between state agencies.**

**SECTION 2. (1) The Department of Human Services shall develop a formal training program to provide introductory and ongoing training for state agency personnel who investigate allegations of workplace discrimination and harassment.**

**(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;**

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

**(c) Prepares investigators to conduct workplace discrimination and harassment investigations efficiently and accurately.**

**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.