

Submitter: Misty Orlando  
On Behalf Of: 851 -1 Amendment 3591  
Committee: Senate Committee On Labor and Business  
Measure: SB851

Attention Senate Labor and Business Committee: Hearing

In regards to: Senate Bill #851 and the – 1 Amendment #359:

For the record, my name is Misty Orlando. In the workplace, I have personally been the target of harassment (bullying), without 'protected class status', and lack of an impartial Human Resource personnel at several jobs, as well as Union assistance with the legal ability to protect members who do not fall within a “protected class” against workplace harassment, (BOLI Oregon & Federal Law regarding bullying, protects those who are harassed and discriminated because of national origin, age, veterans, gender and race).

Approximately fifty percent of employees experience workplace bullying and harassment because there are not laws currently in place to protect all workers to be free from psychological harm. One of the main workers experiences is chronic anxiety that can lead to long term physical symptoms. Many individuals who suffer from workplace bullying and harassment suffer from anxiety and stress. The mental and physical impacts due to preventable workplace abuse is even more traumatizing as it begins to seep over into the families and children of affected workers. Employees can experience suicide ideation, lower task performance, productivity, and morale. There is organizational cost which includes higher absenteeism, turnover, training cost and employee benefit cost. There is also an economic loss that trickle downs to tax payers, once an employee who leave a toxic work environment and have no income will untimely rely on social services . Virtually everyone is impact by workplace abuse.

“In short, all forms of bullying and abuse have the capacity to physically harm the brain. The damage is visible on brain scans”, Dr Jennifer Fraser author of *The Bullied Brain: Heal Your Scars and Restore Your Health* was published in April 2022 by Rowman & Littlefield. “Why do we have laws that protect the body - including not allowing a workplace to be unsafe in terms of fire...wearing protective equipment, having first aid kits, but you can run a wholly unsafe, harmful workplace with next to no legal protection for victims when the part of the body that's harmed is the brain” by Dr. Jennifer Fraser.

Senator Manning and Representative Nelson have given their support to campaign and pave the way for protect for all workers, regardless of protected class, from workplace harassment, bullying, mobbing and retaliation. Senate Bill #851 will

requires the Bureau of Labor and Industries to study matters relating to Psychological abuse occurring in the workplace in Oregon. The bill's -1 amendment LC 3591 will finally established unlawful employment practice for engaging in certain conduct that subjects employee's to a hostile work environment and workplace bullying that is severe enough to cause physical or psychological harm. The bill outlines mechanisms of legal relief for employees who have suffered from hostile work environments and also describes incentives for employers to prevent and respond to allegations of workplace bullying. This amendment, also has mechanisms against unlawful retaliation, required investigative process; including arbitration, mediation and legal action.

I further hope that legislators requires business in Oregon to provide programs and policies for early detection, prevention, training, and could restructure state agencies to add and can operate as third party investigator into the fore mentioned abuses that can lay the groundwork for legal recourse for all employees who are effected from psychological harassment in Oregon Workplaces. I humbly ask my state government to protect all Oregon workers from bullying harassment in the workplace.

Thank you, Misty Orlando