

Submitter: Deren Ash

On Behalf Of:

Committee: Senate Committee On Labor and Business

Measure: SB851

Hello Chair Taylor, Vice-Chair Bonham, and members of the committee,

I am writing in strong support of SB 851 and the -1 amendment. Current employee protections are obviously valuable and important when they apply, but it's time for the law to better recognize psychological abuse and bullying in the workplace.

As somebody who has spent a lot of time working with victims and advocating for victims' rights, I've seen the short and long term psychological and emotional impact of bullying, intimidation, and psychological abuse. With that experience and expertise, I can confidently say that the text of the -1 amendment does an excellent job defining these things. There's no question as to how damaging psychological abuse and bullying are, and there's no question that it cannot be allowed in the workplace, so I sincerely thank the authors, sponsors, and everyone who has worked on this bill.

I also agree with the other testifiers who suggested changing the term from "hostile work environment" to "abusive work environment," which both avoids duplicating an already-defined term to avoid confusion, and is simply better terminology for what the text is describing. However, whether or not it's feasible or too late the change that term, this is a must-pass bill and I urge you to pass it and give Oregon workers the protections they deserve.

Thank you,
Deren Ash
La Pine, OR
Resident of Senate District 28