



## Open Government Impact Statement

83rd Oregon Legislative Assembly  
2026 Regular Session

## Measure: HB 4111 - A

Only impacts on Original or Engrossed  
Versions are Considered Official

---

Prepared by: Dexter A. Johnson  
Date: 2/19/2026

---

### SUMMARY

Digest: The Act says that data about a party's or a witness's immigration status may not be used in a civil case. The Act makes some exceptions. The Act makes it unlawful for employers to punish employees for taking certain actions after a lawful change in their work authorization documents. The Act makes changes to the definition of "profiling." The Act becomes law 91 days after sine die. (Flesch Readability Score: 60.6).

Provides that evidence of a party's or a witness's immigration status is not admissible as evidence in a civil proceeding. Provides exceptions.

Makes it unlawful for employers to discriminate, retaliate or take other adverse action against an employee because the employee updates, or attempts to update, the employee's personal information based on a lawful change to the employee's employment authorization documentation. Clarifies what actions constitute an unlawful practice.

For purposes of law enforcement profiling requirements, modifies the definition of "profiling" to include immigration status.

Takes effect on the 91st day following adjournment sine die.

### OPEN GOVERNMENT IMPACT

Legislative Counsel has not adopted standards for drafting measures that establish exemptions from disclosure of public records.

This measure exempts from public disclosure records related to a hearing to determine whether a party's or witness's immigration status is essential to establish a party's claim for relief in a civil proceeding.

If those public records that could be subject to public disclosure were instead subject to mandatory disclosure under public records law, the public could gain information about the immigration status of a party or witness involved in a civil proceeding.