

SEXUAL HARASSMENT + DOMESTIC VIOLENCE PROTECTIONS

Oregon laws protect your right to work free from harassment. They also require your employer to provide supports if you are a victim of domestic violence.

SEXUAL HARASSMENT

- ▶ **You have the right to a workplace free from harassment, discrimination, and sexual assault.** Your employer must have a written policy to reduce and prevent these violations and give a copy to each employee.
- ▶ **Sexual harassment** can look like unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature (verbal, physical, or visual) that is directed toward an individual. It can also include unwanted sexual conduct that occurs through digital or electronic communications.
- ▶ It can also include conduct that is not sexual but is gender-related. Sexual harassment can be targeted toward someone of the same or different sex or gender.
- ▶ **Discrimination** because of race, color, sex, sexual orientation, national origin, religion, marital status, uniformed service, disability, or age is illegal.



DOMESTIC VIOLENCE PROTECTIONS

- ▶ If you experience domestic violence, harassment, sexual assault, bias crime, or stalking (or if you are a parent or guardian of a minor child or dependent who has), **your employer must make reasonable changes to support your safety.**
- ▶ These changes might include: a transfer, reassignment, modified schedule, unpaid leave, changed work phone number, changed workstation, installed lock, new safety procedure, or other adjustment after threatened or actual events.
- ▶ You can also take protected leave to find legal or law enforcement assistance, get medical treatment for injuries or mental health support, move or change your living situation, and more.
- ▶ Your employer must keep all documents and information confidential.
- ▶ You can't be fired, suspended, retaliated against, or discriminated against in any way because you or your minor child or dependent experiences domestic violence, harassment, sexual assault, bias crime, or stalking.

CONTACT US

If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.

Call: 971-245-3844
Email: BOLI_help@boli.oregon.gov
Web: oregon.gov/boli
Se habla español.



OREGON LAWS
Protect You At Work

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