CHAPTER 71

AN ACT HB 2589

Relating to discrimination on the basis of disability; amending ORS 659A.118 and 659A.130; and declaring an emergency.

Be It Enacted by the People of the State of Oregon:

SECTION 1. ORS 659A.118 is amended to read:

659A.118. (1) For the purposes of ORS 659A.112, reasonable accommodation may include:
   (a) Making existing facilities used by employees readily accessible to and usable by individuals with disabilities.
   (b) Job restructuring, part-time or modified work schedules or reassignment to a vacant position.
   (c) Acquisition or modification of equipment or devices.
   (d) Appropriate adjustment or modification of examinations, training materials or policies.
   (e) The provision of qualified readers or interpreters.
   (2) Notwithstanding any other provision of ORS 659A.103 to 659A.145, an employer may not be found to have engaged in an unlawful employment practice solely because the employer fails to provide reasonable accommodation to an individual with a disability arising out of transsexualism.
   (3) An employer is not required to provide a reasonable accommodation to an individual who satisfies the criteria for being an individual with a disability for the purposes of ORS 659A.103 to 659A.145 solely because the individual meets the criterion described in ORS 659A.104 (1)(c).

SECTION 2. ORS 659A.130 is amended to read:

659A.130. (1) For the purposes of ORS 659A.112 to 659A.139, homosexuality and bisexuality are not physical or mental impairments; sexual orientation is not a physical or mental impairment. An individual who is homosexual or bisexual does not have a disability for the purposes of ORS 659A.112 to 659A.139 solely by reason of being homosexual or bisexual the individual’s sexual orientation.
   (2) An employer is not required to provide a reasonable accommodation to an individual who satisfies the criteria for being an individual with a disability for the purposes of ORS 659A.103 to 659A.145 solely because the individual meets the criterion described in ORS 659A.104 (1)(c).

SECTION 3. This 2019 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2019 Act takes effect on its passage.

Approved by the Governor May 6, 2019
Filed in the office of Secretary of State May 8, 2019
Effective date May 6, 2019