



SENATE MAJORITY OFFICE

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Measure will allow harassment victims to receive leave time *HB 3482 adds harassment to existing crime victims leave protections*

SALEM – The Senate approved legislation this afternoon that builds on the work from the 2009 Legislative Session to prohibit employment discrimination or retaliation against victims of domestic violence, sexual assault, or stalking. House Bill 3482 adds harassment to the list of existing crimes that allow victims to take leave from work.

“Employees should not have to worry about losing their job because they have suffered from harassment,” said Senator Joanne Verger (D-District 5). “House Bill 3482 will allow employees who are victims of harassment the option of taking unpaid leave, if needed, to take care of themselves.”

House Bill 3482 requires employers of six or more people to allow eligible employees to take a reasonable leave if they are a victim of harassment or if they are the parent or guardian of a minor who has been harassed. Under the bill, an employee may ask for unpaid leave to:

- Seek legal or law enforcement assistance or remedies.
- Prepare for or participate in protective order proceedings or other civil or criminal legal proceedings.
- Receive medical treatment for or to recover from any injuries suffered during the harassment.
- Help their dependent get counseling related to the harassment.

“Oregon continues to remain a leader when it comes to protecting employees from discrimination in the workplace,” said Senate Majority Leader Diane Rosenbaum (D-Portland). “No one should have to choose between their job and taking care of themselves or their family after undergoing an ordeal with harassment.”

This bill is supported by Oregon’s Bureau of Labor and Industries, the state agency responsible for enforcing laws pertaining to employee leave law. The bill now goes to the Governor for his approval.

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