

# 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 policy to reduce and prevent these violations and make it available to employees within the workplace.
- ▶ **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 someone 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 work station, 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 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](mailto:BOLI_help@boli.oregon.gov)

Web: [oregon.gov/boli](https://oregon.gov/boli)

Se habla español.



## OREGON LAWS

### Protect You At Work

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