



John A. Kitzhaber, MD, Governor

Office of Equity and Inclusion
800 NE Oregon Street, Suite 550
Portland, OR. 97232
971-673-1284

DATE: June 30, 2011
TO: All employees
FROM: Bruce Goldberg, Director, OHA 
Erinn Kelley-Siel, Director, DHS 
SUBJECT: Equal Employment Opportunity/Affirmative Action

At the Oregon Department of Human Services and the Oregon Health Authority, we are committed to providing equal opportunity in employment regardless of race, religion, color, national origin, marital status, sex, sexual orientation, gender identity, age, veteran's status or mental or physical disability. We are also committed to ensuring that any employee who requires reasonable accommodations to do his or her job will receive that accommodation.

Our Affirmative Action Plan is the blueprint we will use to help us get there. To see the plan, go to www.oregon.gov/DHS/aboutdhs/diversity/affirm_action/ or make a request to the EEO/AA and Diversity Development Manager Leann Johnson.

We believe that every one of us is responsible for creating and contributing to an inclusive and professional work environment that is safe for everyone. To help ensure the success of our action plan, the DHS and OHA directors and cabinets will make necessary decisions, allocate resources, monitor the accomplishment of this plan on an ongoing basis, and make adjustments to the plan as necessary.

In addition, management staff has a special responsibility to ensure the work environment is free from any form of discrimination or harassment or from retaliation for filing a complaint related to workplace concerns. All management staff should also be active in the support of recruitment and career development programs that ensure equitable representation of minorities, women and people with disabilities in all job classifications. Management will be responsible for ensuring meaningful progress toward achieving affirmative action goals, including but not limited to including diversity development as a component of staff and management performance evaluations.

We are very proud of the work we have done so far but we also have more work to do. To support our effort, the OHA Office of Equity and Inclusion (OEI) and the DHS Office of Equity and Multicultural Services oversee the internal processes and procedures related to complaints, issues or questions regarding discrimination and sexual harassment. Any manager or employee who has questions about our Affirmative Action Plan can contact OEI at 971-673-1284. Also, anyone who believes he or she has been discriminated against on the basis of an individual's protected class status may file a complaint in accordance with the Department of Administrative Services (DAS) statewide Discrimination and Harassment Free Workplace policy 50.010.01 by contacting:

Leann Johnson
EEO/AA and Diversity Development Manager
OHA Office of Equity and Inclusion
800 NE Oregon Street, Suite 550
Portland, OR. 97232
971-673-1284

Oregon Bureau of Labor and Industries
800 Oregon St. Suite 1045
Portland, OR 97232
971-673-0761

AA Coordinator
DHS Office of Equity and Multicultural Services
500 Summer Street NE
Salem, OR 97301-1066
503-945-7842