



OREGON'S WORKPLACE PROTECTIONS FOR VICTIMS OF DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING

FACT: Your job and your safety are important. Oregon law provides protections for employees who are victims of domestic violence, sexual assault, or stalking.

FACT: ORS 659A.290 protects employees who are victims from discrimination in the workplace and also requires employers to provide victims reasonable workplace safety accommodations.

FACT: ORS 659A.270 et seq requires covered employers to provide eligible employees reasonable time off from work to address safety matters related to domestic violence, sexual assault, or stalking.

WHAT SHOULD YOU DO TO GET THE HELP YOU NEED?

- If you feel unsafe at work, you may want to request a reasonable safety accommodation. A reasonable safety accommodation is any reasonable change to a workplace rule or requirement that would increase safety. Examples include a transfer, reassignment, modified work schedule or a changed work station or phone extension.
- If you are a victim of domestic violence, sexual assault, or stalking, the law protects you from discrimination on that basis. If you request a workplace safety accommodation, an employer must allow the accommodation, unless the request is unreasonable or would be too much of a burden on the employer.
- Reasonable leave from work may be available to you if you need time off to address safety-related matters such as court hearings, counseling sessions, moving to a safe home, or visiting a doctor. The law does not require that the leave from work be paid, but you may ask your employer about any policy regarding compensation during leave.
 - To be eligible, you must have worked for an employer for more than 25 hours per week for the last six months, and your employer must have at least six employees.
 - You may take leave to address your own safety related matters or to assist a minor child or dependent in doing so.
- If you request a safety accommodation or leave from work, your employer may want certification that you are a victim. You may already have certification, and if not, you can get it. Certification includes: a police report, a restraining order, stalking order, or other type of court order, or a letter or note from other professionals.
- Your confidentiality is protected by law - your employer must keep any records regarding a safety accommodation or leave request confidential.

For More Information or to Get Help:

- Statewide domestic and sexual violence crisis line for confidential support, shelter, and information on local community resources: 1-888-235-5333.
- Bureau of Labor and Industries (BOLI): 971-673-0761
- Legal advice or representation: www.oregonlawhelp.org or www.osbar.org