



**LETTER OF AGREEMENT 00.00-23-456**

***Gender Discrimination and Sexual Harassment (ODF/OPRD)***

This Letter of Agreement is entered into between the State of Oregon, acting through its Department of Administrative Services (Employer) on behalf of the Oregon Department of Forestry (ODF) and Oregon Parks and Recreation Department (OPRD), and the SEIU Local 503, OPEU (Union).

The purpose of this Agreement is to acknowledge ongoing issues of sexual harassment and gender discrimination in ODF and OPRD and a shared desire to eradicate such behavior ~~and to establish a comprehensive, agency-wide initiative to prevent and address gender discrimination, sexual harassment, and retaliation within the agencies.~~

**Section 1. Anti-discrimination and anti-retaliation protections**

- a.** The Employer agrees that all employees, regardless of gender identity, gender expression, or sexual orientation, have the right to a workplace free of discrimination, harassment, and retaliation.
- b.** The Employer shall enforce a strict anti-retaliation policy, ensuring that employees who report, witness, or participate in an investigation regarding gender discrimination or sexual harassment are protected from adverse employment actions.
- c.** Retaliation includes, but is not limited to, changes in work assignments, negative performance evaluations, unjustified disciplinary actions, and any form of workplace intimidation.

- d. Any personnel action(s) involving an employee who has filed a discrimination or harassment complaint shall be subject to an automatic independent review by the agencies' Human Resources Office **and a representative designated by the union.**

## ~~Section 2. Agency-Wide Acknowledgment and Gender Equity Initiative~~

~~The agencies commit to developing a Statewide Gender Equity and Anti-Discrimination Initiative, which will include:~~

- ~~a. A formal leadership statement affirming zero tolerance for discrimination, harassment, and retaliation.~~
- ~~b. Designated personnel responsible for policy development, training, data tracking, and support services.~~
- ~~c. A Gender Equity Committee, composed of four (4) members from management and four (4) members from the union that will identify areas for improvement, provide recommendations, create a comprehensive strategic plan with actionable goals for improving gender equity across all agency operations, and reviewing annual progress on the strategic plan.~~

## ~~Section 23. Confidential Reporting Mechanism~~

A confidential reporting system will be **created****available** and information will be provided to the **through**  
**DAS CHRO Investigations and the** agency human resources department. **Information on how to**  
**file a confidential report will be available to employees.**

## ~~Section 4. Training and Education~~

~~The Employer shall implement a mandatory agency specific annual training for all employees, supervisors, and managers in addition to the annual training required by DAS.~~

~~The training will address:~~

~~a. Recognizing and preventing gender discrimination and sexual harassment.~~

~~b. Understanding employee rights and reporting procedures.~~

~~c. Bystander intervention techniques.~~

~~d. Retaliation protections and whistleblower rights.~~

~~Training completion rates shall be reported quarterly to the Gender Equity Committee.~~

Section 35. Monitoring, Enforcement, and Continuous Improvement

The Employer shall submit an annual progress report to the ~~Gender Equity Committee and the Labor-~~  
Management Committee including key policy updates, complaint and resolution statistics, employee  
satisfaction surveys on workplace climate, and recommendations for continuous improvement.