

Combating COVID-19 Discrimination Fact Sheet

Interrupt Racism

Asian American, Pacific Islander and US Tribal communities have been experiencing racist verbal and physical attacks in Oregon communities. It is important to come together and support one another in solidarity and intentionally work to disrupt our own and others' biases and stigmas about the origin of the virus.

What you can do



You can disrupt stigma by sharing accurate information. Stay informed through reputable sources like the Oregon Health Authority and direct people's questions to official sources like 211info or the Aging and Disability Resource Connection (ADRC).



This is a time for grace with others, yet acts of hate or bias need to be addressed. Correct false information and remind the speaker: anyone exposed to COVID-19 can get it regardless of race, ethnicity or nationality. Report any hate or bias acts to Oregon Department of Justice, at 844-924-BIAS(2424).



Listen to, acknowledge and, with permission, share stories of people experiencing discrimination, along with a message that bigotry is not acceptable in your community.

Resources

- Report a crime of bias to the [Department of Justice: 1-844-924-BIAS](https://www.oregon.gov/DOJ/Pages/1-844-924-BIAS.aspx)
- [Healthoregon.org/coronavirus](https://www.healthoregon.org/coronavirus)
- [Oregon Health Authority, "COVID-19: Learn the Facts" video](#)
- [King County Anti-stigma social media toolkit](#)
- [Coronavirus disease \(COVID-19\) advice for the public: Myth busters](#)
- [Viruses Don't discriminate poster](#)
- www.adrcforegon.com
- www.211info.org

Find links to resources on the COVID-19 OWL
<https://www.oregon.gov/DHS/Pages/COVID-19-Communications-Toolkit.aspx>

Interrupt Ableism and Ageism

The World Health Organization's has written "older persons and persons with pre-existing medical conditions (such as high blood pressure, heart disease, or diabetes) appear to develop serious illness more often than others."

The precautions for older adults and people with pre-existing medical conditions are real, but they have also given rise to discrimination for Oregonians who are aging or have disabilities. Harmful statements about the inherent value of communities most potentially impacted by COVID-19 have been widespread and must be combated.

What you can do



Gently correct the prejudiced language and actions. Report any hate or bias acts to Oregon Department of Justice, at 844-924-BIAS(2424).



Listen to, acknowledge and, with permission, share the stories of people experiencing discrimination, along with a message that ageism and ableism is not acceptable in your community.



Follow guidance on dealing with the effects of social distancing such as anxiety and depression. Social distancing does not mean social isolation; find ways to continue relationships and social connection that does not require physical closeness. Also, if you or someone you know are feeling overwhelmed with emotions such as sadness, depression, anxiety, or feel like you want to harm yourself or someone else, call 911 or the National Suicide Prevention Lifeline at 1-800-273-TALK (1-800-273-8255).



Familiarize yourself with employment laws during a pandemic. The Americans with Disabilities Act (ADA) protects applicants and employees from disability discrimination during a pandemic in at least three major ways.

1. The ADA regulates employers' disability-related inquiries and medical examinations for all applicants and employees, including those who do not have ADA disabilities.
2. The ADA prohibits employers from excluding individuals with disabilities from the workplace for health or safety reasons unless they pose a "direct threat" (i.e. a significant risk of substantial harm even with reasonable accommodation).
3. The ADA requires reasonable accommodations for individuals with disabilities

Resources

- [Oregon's Sick time law](#)
- [Pandemic Preparedness In The Workplace And The Americans With Disabilities Act](#)
- [Tips For Social Distancing, Quarantine, And Isolation During An Infectious Disease Outbreak](#)
- [Common Questions And Answers About Covid-19 For Older Adults And People With Chronic Health Conditions](#)
- [ADA, Rehabilitation Act and COVID-19](#)