

UPDATE 12/21/2023

DPSST plans to amend section (6) of this rule to correct an error in the temporary and proposed rule change filings. The changes are shown below with red-line revision marking. These changes are in keeping with the proposed rule change summary which notes that temporary rules and the second version of proposed rules no longer include language related to in-person training. All private security entities will be required to use the Professional Workplace Training Course as provided to DPSST from BOLI. The training course will be available online. A private security entity would be able to provide the online course to a group of private security providers.

259-059-0150

Professional Workplace Training Requirements

(1) Private security entities must provide approved professional training to private security providers on:

- (a) Preventing sexual assault and sexual harassment in the workplace;
- (b) Preventing discrimination in the workplace and promoting cultural competency; and
- (c) Educating the workforce regarding protection for employees who report a violation of a state or federal law, rule or regulation.

(2) Licensees must provide the approved professional training as follows:

- (a) If the private security provider is employed by the private security entity at the time of licensure, at least once during the first year in which the license is issued;
- (b) If the private security provider is hired after the issuance or renewal date of the license, within 90 days of the private security provider's initial date of hire; and
- (c) At least once every two years after the renewal of a license.

(3) The approved professional training is the Professional Workplace Training Course. The Professional Workplace Training Course is the training course obtained by the Department, through the Bureau of Labor and Industries, for licensees to utilize for this professional training requirement. The Department will provide the Professional Workplace Training Course online, as self-paced training.

(4) Private security providers must be provided with paid time to complete the Professional Workplace Training Course and may not be required or permitted to perform their regular work duties during the time they are taking the training.

(5) Licensees must provide private security providers with access to the appropriate resources to complete the Professional Workplace Training Course such as, but not limited to, a computer, a printer, and internet access.

(6) Private security entities must maintain records, for at least three years, that demonstrate compliance with this rule such as the name of the private security provider, the private security provider's date of hire, **and** the date the private security provider completed the training, ~~and the~~

~~full name and contact information of the trainer when the training is not completed using the Department's online training program.~~ The records must be provided to the Department upon request.

Statutory/Other Authority: ORS 181A.870 & ORS 181A.900

Statutes/Other Implemented: ORS 181A.900 & ORS 181A.908

History: DPSST 11-2023, temporary adopt filed 11/30/2023, effective 12/01/2023 through 05/28/2024