



EXECUTIVE ORDER NO. EO 07 – 17

DOMESTIC VIOLENCE IN THE WORKPLACE

Domestic violence, sexual assault and stalking are among the most complex and tragic challenges in our society today.

The effects of domestic violence, sexual assault and stalking can be profound and immeasurable and often include personal injury or even death, homelessness, lost work time and productivity, alcohol and other drug abuse, increased health care costs, adverse impacts on children and denial of victims' basic human dignity.

Oregon has long recognized that coordination among many elements of the community is necessary in order to effectively respond to domestic violence, sexual assault and stalking. Employers, both public and private, play a critical role in any coordinated community response.

Employers have a basic economic interest in helping employees address victimization. But the role of employers does not rest solely on economic considerations. Employers should share a basic concern for their employees' well-being, recognizing that the employment relationship gives employers unique opportunities to provide victim support and assistance.

Employers can enhance employee security against victimization while at work. Employers can be an information and referral point to help victimized employees connect with professional counseling and service organizations. Through their administration of leave policies, employers can assist employees who need to be off work for counseling or court appearances or for other reasons related to their victimization. These are just a few examples of ways that employers can advance the well-being of their employees.

State agencies must lead by example and adopt policies related to the workplace effects of domestic violence, sexual assault and stalking. Such leadership should influence other governments and private employers to support their own employees who may find themselves victimized by such offenses.

THEREFORE, IT IS HEREBY ORDERED AND DIRECTED:

1. By February 1, 2008, the Department of Administrative Services (DAS) shall adopt a statewide written policy regarding issues of domestic violence, sexual assault or stalking involving agency employees. Such a policy shall be in addition to other DAS policies related to workplace violence or harassment.



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2. The DAS policy shall include at least the following elements, to the extent permitted by applicable law and collective bargaining agreements:

- a. Guidance for employees and management in addressing incidents of domestic violence, sexual assault and stalking and their effects in the workplace.
- b. Guidance for employees and management regarding available support and assistance, including confidential means for seeking assistance and resource and referral information.
- c. A pledge to respect the confidentiality and autonomy of adult victims to the fullest extent permitted by law.
- d. A requirement that the agency maintain, publish and post in locations of high visibility such as bulletin boards, break rooms and online sources, a statewide list with contact information for counseling, advocacy and referral resources for victims of domestic violence, sexual assault and stalking, as well as counseling resources for perpetrators.
- e. An expectation that agency employees who witness threats or incidents of domestic violence, sexual assault or stalking in the workplace report the event immediately to their manager or supervisor, human resources office or site security personnel.
- f. A clear prohibition of the threat or commission of domestic violence, sexual assault or stalking by any agency employee on agency premises, during working hours or at an agency-sponsored event, whether directed at another agency employee or other person.
- g. A clear prohibition of discrimination against employees on the basis of their victimization.


3. Upon adoption of this DAS policy, each agency shall distribute the policy to its employees and thereafter provide the policy to new employees at the start of employment by the agency.

4. Each agency shall ensure that appropriate guidance and training is provided for agency managers, human resources staff and agency employees regarding domestic violence, sexual assault and stalking issues and the policy required by this Order.



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Done at Salem, Oregon, this 10th day of October, 2007.



Theodore R. Kulongoski
GOVERNOR

ATTEST:



Bill Bradbury
SECRETARY OF STATE

