

## II. OREA Affirmative Action Plan

### A. Agency Affirmative Action Policy Statement/Diversity & Inclusion Statement



**Oregon**

Kate Brown, Governor

**Real Estate Agency**  
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DATE: September 6, 2018  
TO: All Employees  
FROM: Dean Owens, Acting Real Estate Commissioner

The Oregon Real Estate Agency (OREA) is committed to diversity, equity and inclusion and strives to integrate diversity, equity and inclusion into all facets of our business and services to better serve the diverse citizens of Oregon.

The Agency maintains and embeds a diverse and inclusive environment and organizational culture. The Agency makes every effort to ensure that all employees and customers, regardless of sex, age, race, national origin, color, ethnicity, religion, sexual orientation, veterans, people with disabilities, or any other protected class prohibited by law or policy of the state or federal government, have a fair and equal chance for available employment opportunities with our Agency. OREA will continue its efforts to recruit applicants that are reflective of the diversity of Oregon.

Creating and maintaining a work environment that is positive, respectful, safe, and free from harassment and discrimination of any kind is expected by all employees of the Oregon Real Estate Agency. Management staff is responsible for ensuring that the work environment is harassment and discrimination free. No form of harassment or discrimination will be tolerated. The Agency understands that prevention is essential to impede harassment.

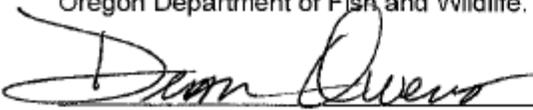
OREA will not discriminate, or tolerate discrimination, against any employee because they are a member of, apply to be a member of, perform, has performed, applied to perform or have an obligation to perform service in a uniformed service.

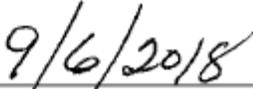
All applicants and employees are protected from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation under this policy.

OREA will make every reasonable good faith effort to provide reasonable accommodation in employment and to our clients, applicants for services and members of the general public who have disabilities, as defined by statute.

OREA strives to make all employees feel welcome and is committed to its Affirmative Action Plan and goals of creating and maintaining a highly-qualified, diverse workforce.

We ask that you strive to create and maintain a positive work environment for yourself and your co-workers. If you have any questions about the information contained in this document, please discuss it with your manager or Alida McNew, OREA's HR Analyst at the Oregon Department of Fish and Wildlife.

  
Dean Owens, Acting Real Estate Commissioner

  
Date