



## **Harassment and Discrimination Policy Addendum for Employees in Oregon**

### **Documentation**

Employees and managers should document incidents of unlawful discrimination or sexual assault.

### **Statute of Limitations for Filing Claims in Oregon**

The Workplace Fairness Act expanded the statute of limitations for bringing claims under Oregon law for unlawful discrimination or sexual assault. A complaint may be filed with Oregon's Bureau of Labor and Industries or a court for claims of discrimination, harassment, or retaliation under Oregon laws.

### **Non-Disclosure Agreements in Oregon**

A non-disclosure agreement is a binding agreement between parties to not disclose information that may be exchanged between the parties that is confidential in nature. A non-disparagement agreement is an agreement between two parties that prohibits criticism by one party about the other.

Although an aggrieved employee may voluntarily request to sign a non-disclosure agreement in conjunction with a settlement, separation or severance agreement, the company may not require or coerce an employee to sign a non-disclosure or non-disparagement agreement regarding discrimination or sexual assault that occurred between employees, between an employer and an employee in the workplace, or at a work-related event. Once signed, the aggrieved employee has seven days to revoke the agreement.

**CAUTION: This document may be out of date if printed.**