

## Enforcing Your Rights

If your employer will not let you take time off, discriminates against you, fails to keep your information confidential, or refuses a reasonable safety accommodation:

- **File a complaint with the state:** You can file a complaint with the Bureau of Labor and Industry (BOLI) within one year of the illegal act. BOLI is a state agency that helps to enforce discrimination and other employment laws. You may contact BOLI at: (971) 673-0761 or [www.oregon.gov/boli](http://www.oregon.gov/boli).
- **Find an attorney to help you:** You can ask an attorney for help negotiating with your employer or filing a court case. You have one year from the illegal act to file a court case. You may wish to contact the Oregon State Bar Lawyer Referral Service at (800) 452-7636 or your local Legal Aid office. [www.oregonlawhelp.org](http://www.oregonlawhelp.org)
- **Public employees must file tort claims notice:** If you are a public employee and you think you might file a lawsuit, a tort claim notice must be sent to your employer within 180 days of the illegal act. If you need to file a tort claim notice, you should have an attorney help you.

## About Us

### Legal Aid Services of Oregon

Legal Aid Services of Oregon (LASO) is a non-profit organization that provides representation on civil cases to low-income clients throughout Oregon. Legal Aid Services of Oregon has field offices located in Albany, Bend, Klamath Falls, Newport, Pendleton, Portland, Salem, Roseburg, and Woodburn, which serves farm worker clients. In addition, two statewide programs provide statewide services to farm workers and representation on Native American issues. The Central Administrative office for the program is located in Portland.

To contact your local LASO office visit: [lasoregon.org](http://lasoregon.org)

### Oregon Law Center

Oregon Law Center (OLC) provides free civil legal services to low-income individuals to assure fairness on matters related to critical needs like food, shelter, medical care, income and physical safety.

To find your local OLC office visit: [oregonlawcenter.org](http://oregonlawcenter.org)

Visit [Oregonlawhelp.org](http://Oregonlawhelp.org) for additional helpful resources and information for your civil legal problems.

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This pamphlet is for general educational use only and is up-to-date as of April 2015. It is not a substitute for the advice of an attorney. Please consult an attorney for more information or for advice about whether and how the law applies to your situation.

## Workplace Rights for Victims of Domestic Violence, Harassment, Sexual Assault or Stalking



Information provided by:  
Legal Aid Services of Oregon  
and The Oregon Law Center

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For more information visit [lasoregon.org](http://lasoregon.org) or [oregonlawcenter.org](http://oregonlawcenter.org).

# Your job and your safety are important. Laws in Oregon protect workers who are victims of domestic violence, harassment, stalking and sexual assault.

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## Protection from Discrimination

It is against the law for any employer in Oregon to:

- Refuse to hire you because you are a victim of domestic violence, harassment, stalking or sexual assault.
- Fire, threaten to fire, demote, suspend or retaliate against you because you are a victim of domestic violence, harassment, stalking or sexual assault.
- Refuse to make a reasonable safety accommodation for you unless it is too much of a burden on your employer.

## Certification

An employer may ask for certification that you are a victim. If asked, you must provide a document from the police or courts, such as a restraining order or police report, or a letter or other document

from an attorney, counselor, victim service provider, health care professional or clergy member. Any information given to the employer must be kept confidential.

## Safety at Work

If you are the victim of domestic violence, harassment, sexual assault or stalking, you have the right to ask for reasonable changes to a workplace rule or job requirement to help make you safer. This is called a “reasonable safety accommodation.”

### Examples of safety accommodations:

- A change in work schedule, work phone number, office placement, or job duties;
- A transfer to a different office or location;
- Someone to walk you to and from the parking lot;
- Time off to work with law enforcement, get a restraining order, move or attend counseling;
- Other changes that may help keep you safe.

## Time Off from Work

If you are the victim of domestic violence, harassment, sexual assault or stalking, you may be eligible for reasonable time off.

- The time can be used to attend to safety related matters if you or your child or dependent is a victim.
- Safety related matters are things like court hearings, counseling sessions, moving to a safe home, or visiting your doctor.
- You may use vacation or other paid leave. If you do not have any paid leave, you may

still take time off without pay. Note, if you work within the City of Portland, you may use sick time. If you are an employee of the State of Oregon, you may use leave with pay.

- An employer must allow time off from work unless it is too much of a burden on the employer.
- You must give advance notice to your employer if possible.

## Unemployment Benefits

You may be eligible for unemployment benefits if:

- You had to quit an Oregon job because you or an immediate family member is or could be a victim of domestic violence, stalking or sexual assault, and
- You left work to protect yourself or an immediate family member from domestic violence, stalking or sexual assault that you reasonably believed would take place if you stayed in your job.
- Be sure to explain in your application how leaving work protected you or an immediate family member from domestic violence, sexual assault or stalking.
- If you are denied unemployment benefits, you can request a hearing within 20 days of the administrative decision. You may also call our statewide Public Benefits Hotline number at (800) 520-5292.