



October 1, 2020

TO: City of Portland Employees

FROM: Cathy Bless
Human Resources Director

SUBJECT: Interim Human Resources Administrative Rule Change

The interim Human Resources Administrative Rule 2.02 Prohibition Against Workplace Harassment, Discrimination, Racism, and Retaliation has been posted. The interim rule change is valid for six months, then will go out for notice and comment in Spring 2021 before going to Council for final adoption. The reason to implement these rules as interim changes is the need to have the rules in place pursuant to changes in state law effective October 1, 2020.

The change to HR Administrative Rule 2.02 concerns the State Legislature passed Senate Bill 726, commonly referred to as the "Workplace Fairness Act", which, among other things, requires all employers in Oregon to adopt certain written procedures and practices no later than October 1, 2020 that provide for the reduction and prevention of discrimination.

You may view a summary describing the changes and each rule showing the final edits with strikeouts and additions at <https://www.portlandoregon.gov/bhr/63283>.

Cathy L. Bless

Approved
Cathy Bless, Human Resources Director

Ted Wheeler, Mayor

We are an equal opportunity employer

Please notify the City of Portland of the need for ADA accommodations no less than five (5) days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-3572 or the City's TTY at 503-823-6868.

