

The Oregonian

What the city of Portland says about 'extreme hazing' that led to proposed \$80,000 settlement

*By Brad Schmidt
July 30, 2019*

The Portland City Council on Wednesday is set to approve an \$80,000 settlement to end a federal lawsuit alleging 'extreme hazing' within the transportation bureau.

A transportation department spokesman said Tuesday that the hazing was "an egregious violation" of city rules and officials have since taken many steps to improve workplace culture.

The proposed settlement became public last week, with the release of the council's upcoming agenda. The Oregonian/OregonLive reported the proposed settlement Sunday.

Adam Rawlins claimed in his lawsuit that he was subjected to verbal and physical hazing for several months in 2016, including one incident where Rawlins was photographed while bound by zip ties and duct tape inside a city shed.

On Tuesday, the Portland Bureau of Transportation released the following statement about the proposed settlement with Rawlins, who resigned from his position as a utility worker earlier this year:

"The 2016 incident was an egregious violation of the city's rules for professional conduct in the workplace. Following this incident, we investigated what occurred and that resulted in five employees being disciplined. We hired a consultant to conduct a full assessment of the workplace culture in Maintenance Operations. While this behavior was found to be an isolated occurrence, the assessment revealed a need to ensure that everyone feels safe reporting unprofessional conduct.

Since the assessment, we have welcomed a new leader of Maintenance Operations who is dedicated to transforming the workplace culture.

We have taken many steps to implement the assessment's recommendations, including:

Restructuring the organization and hiring new division managers to improve our capacity to supervise, train and support our employees. These managers have been tasked with building a new culture of accountability in the organization. To that end, they are creating standard operating procedures for the various aspects of Maintenance Operations work. These procedures will make it easier to ensure that employees and managers are held to the same clear and consistent standards.

We have also convened a Workplace Improvement Committee. One of the assessment's central recommendations, the committee is comprised of 14 employees from all levels of the organization and is meeting on a regular basis to improve culture and morale at Maintenance Operations. The committee is using the recommendations in the culture assessment as a guide to prioritize issues and provide solutions to problems. Subcommittees will also be formed to work on issues and specific projects.

Every day, hundreds of PBOT maintenance employees put in long hours, working hard to serve the public and collaborate with their colleagues. PBOT is committed to maintaining a workplace where all employees are treated fairly and with respect and dignity."

Dylan Rivera, a spokesman for the agency, said the five employees who were disciplined faced demotions or suspensions without pay.

The Portland Tribune

Sources: Rose City's thorny 'antifa' controversy in national spotlight

By Jim Redden

July 31, 2019

Plus, neighborhood associations are fighting back against proposed civic engagement changes, and MAX station closures could be a campaign issue

The international controversy over Portland police handling of dueling political protests shows no sign of slowing down.

On Monday, the Wall Street Journal published an editorial headlined "Portland's Antifa Impunity," which criticized Mayor Ted Wheeler because no one has been arrested yet for the attack on conservative reporter and commentator Andy Ngo by left-wing counterprotesters — sometimes referred to as anti-fascists, or "Antifa."

The July 29 editorial said the lack of any arrests undermines Wheeler's assertion that Portland is not a lawless city.

The editorial followed a Saturday threat by President Trump to label the anti-fascists a "terrorist movement" because that would make it easier "for police to do their job."

According to CNN, that sparked a backlash in Germany, where #IchBinAntifa — I am Antifa — started trending on Twitter.

"Several users who used the hashtag referenced Germany's history of fascism and anti-fascist resistance during the Nazi period," CNN reported Monday.

Neighborhood associations fight back

Neighborhood activists are organizing to fight proposed changes in Portland's civic engagement process, which would eliminate all references to the city's 95 neighborhood association from the City Code.

A summit on the issue has been organized by Southwest Neighborhoods Inc., the coalition office that supports the neighborhood associations in Southwest Portland. It will be held at 7 p.m. on Wednesday, July 31, at the Multnomah Arts Center. SWNI President Leslie Hammons has been one of the most outspoken critics of the proposal.

Supporters of the proposal say it is intended to increase citizen involvement in civic affairs. It is unclear when the City Council will consider it. The proposal is still being finalized by the Office of Community and Civic Life at the request of the council.

The council had scheduled a hearing on the proposal for Sept. 3 and then moved it to Oct. 3. But the office now says the hearing date has not been finalized.

MAX station closures a campaign issue?

Among all the other criticisms Mayor Ted Wheeler likely will face when he runs for reelection, he now has to worry about TriMet's controversial closure of the Kings Hill/SW Salmon MAX station next to Providence Park.

The only member of the regional transit agency's board of directors to vote against the closure on July 24 was Ozzie Gonzalez, who filed a political action committee to run for mayor on June 11. Gonzalez lives in the TriMet district that includes the station, and he made it clear he was representing the wishes of his constituents, many of whom oppose the closure intended to speed light-rail travel through downtown.

Gonzalez, 41, is the director of sustainability and diversity for Howard S. Wright, a prominent local construction company. In addition to the TriMet board, he also serves as the vice chair of the Regional Arts & Culture Council and on the boards of the Oregon Association of Minority Entrepreneurs and the Hispanic Chamber of Commerce.

Portland police tout drop in crime in Holladay Park

By Zane Sparling

July 31, 2019

Portland Police Bureau credits its community-driven safety plan for decreasing calls for service.

Local police are crowing about a downward slide in summertime crime in one of Northeast Portland's most popular parks.

The Portland Police Bureau attributes the drop in calls for service to its Holladay Park Safety Plan — a new partnership between authorities and community leaders intended to take the place of discontinued parks programming.

As part of the plan, church ministers, teachers and other respected figures walk arm in arm with patrol officers through the greenspace, stopping to interact with youth and offering tips on public decorum.

Here's the details of the decrease, with the data comparing May 5 through July 22 of this year to the same timeframe in 2018:

- 45% drop in thefts
- 50% drop in assaults
- 18% drop in disturbance calls

"The results speak for themselves," said Sgt. Brad Yakots, a 12-year veteran of the force who is based in the North Precinct. "These are community stakeholders who want to walk around with the police."

Yakots says the bureau's goal is to maintain a "constant presence" in the 4.3-acre park that is bordered by the Lloyd Center mall and a bustling MAX stop. Community leaders, Yakots says, are able to instruct local youth in ways that a uniformed police officer usually can't.

"It wasn't just the police saying it, it was the community saying it," he explained. "Sometimes it was their pastor, their teacher, their neighbor saying this type of activity is not okay."

According to PPB's Strategic Services Division, there are some types of calls for service that have increased in Holladay Park: Reports of stolen vehicles are up 25%, and crashes are up 38%, for instance.

The Vancouver Avenue First Baptist Church has been one of the largest contributors to the safety plan. As the Tribune previously reported, the Lloyd Center's owners, Cypress Equities, had paid for activities in the park each summer since 2015, but stopped footing the bill this year due to cost concerns.

PPB: Man with 'axe or hatchet' shot dead by police

July 31, 2019

Grand Jury will investigate after adult male declared dead at the scene on Southeast Ash Street.

Portland authorities continue to investigate after local police fatally shot a man who was allegedly armed with an "axe or hatchet."

Police say the fatal shooting began after East Precinct officers were dispatched on a disturbance call around 4:22 p.m. on Tuesday, July 30.

Dispatchers told officers that a man was apparently attempting to break into a car in a Safeway parking lot on Southeast 122nd Avenue near Glisan Street.

According to a news release, "When confronted by a security officer, the suspect reportedly displayed an edged weapon."

Authorities say they arrived at the scene and deployed "multiple" less lethal rounds, but at least one officer opened fire, leading to the man's death near the 12000 block of Southeast Ash Street.

The officers and first responders who were called to the scene tried to revive the man, to no avail.

"There were numerous pedestrians and motorists in the area when this incident occurred and there are likely witnesses with whom we have not yet spoken," Police Chief Danielle Outlaw said in a statement. "We encourage those with information, photographs, and video to come forward to share with our investigators."

The investigation continues, though police say there is no danger to the general public. Roads in the area were expected to re-open by 1 a.m. on July 31 after forensic experts finished processing the scene.

Footage obtained by KOIN 6 News, the Tribune's media partner, appears to show an adult man carrying a large bladed weapon while police and pedestrians look on.

"I saw a man running towards people with the ax," witness Timothy Allen told KOIN. "The cops followed him from down there to up here and shot him with the beanbag twice and the man kept running."

Another witness, who lives in an apartment near the shooting location, told KOIN: "The guy ran right past us on Ash Street and as he ran past, he yelled 'they are going to kill me.'"

That witness, who told the TV station his name is Michael, said he heard 12 to 15 shots. Michael said he didn't understand why the situation escalated.

"It's sickening, it's shocking," he said. "I just don't understand why they did not continue to use non-lethal force. They could've tased him, used rubber bullets, or a bean bag. I just thought that, that was a little extreme."

While several officers are said to be on paid administrative leave, as is standard procedure, police have not identified the subject or the officers at this time. A police spokesperson said more information will be released later.

The Multnomah County District Attorney's Office is expected to convene a grand jury, which will determine whether the fatal shooting was lawful.

Anyone with information is asked to contact Detective William Winters at 503-823-0466 or william.winters@portlandoregon.gov or Detective Anthony Merrill at 503-823-4033 or anthony.merrill@portlandoregon.gov

Willamette Week

Portland Transportation Employee Bound With Duct Tape and Locked in a Shed Gets Payout for Hazing

*By Hannah Chinn
July 30, 2019*

The settlement emerges from allegations of "extreme hazing" first reported by WW.

The city of Portland is poised to pay \$80,000 to a worker who alleged he was subjected to "extreme hazing" inside the Bureau of Transportation's maintenance shop.

The City Council will vote Wednesday to approve a settlement with Adam Rawlins, who sued PBOT for \$250,000 last year, alleging crew leaders subjected him to ritual humiliations, including being bound with zip ties and duct tape and locked in a shed. He was one of several employees to allege such abuse, but the only one to sue.

WW first reported on the allegations, which resulted in the disciplining of five employees ("Little Shop of Hazing," WW, May 31, 2017).

The Oregonian first reported on the proposed settlement.

"The 2016 incident was an egregious violation of the city's rules for professional conduct in the workplace," the Transportation Bureau says in a statement, saying it had restructured the maintenance division.

Where Was Mayor Ted Wheeler During the Vegan Milkshake Protest?

*By Rachel Monahan
July 30, 2019*

His staff wouldn't say at the time. But Wheeler explained during an interview with KPTV last week.

Where in the world was Ted Wheeler on June 29, during the latest round of violent protests that saw vegan milkshake-throwing and a violent assault on conservative journalist Andy Ngo?

Wheeler's staff wouldn't say at the time. But in an interview with Fox 12 KPTV last week, Wheeler explained where he was.

Wheeler was responding to attacks from U.S. Senator Ted Cruz (R-Texas), who seized on the media attention after the June 29 protest to call for a federal investigation of Wheeler, for allegedly failing to crack down on Antifa.

"I thought it was beneath a United States senator," Wheeler told KPTV. "The truth is, I wasn't even here. I wasn't even in the United States. I was with my family in Ecuador on a wildlife tour."

That solved the mystery of Wheeler's whereabouts.

Portland Police Launched a Criminal Investigation After Joey Gibson Complained About an Antifascist Demonstrator

*By Katie Shepherd
July 31, 2019*

A video labeled "ANTIFA scumbag" was used to make the arrest.

The Email:

Sent: Jan. 25, 2018

From: Jeffrey Niiya of the Portland Police Bureau

To: 10 recipients, including Franz Schoening of the Portland Police Bureau

Subject: FW: ANTIFA scumbag Luis Marquez trolling bicyclist at Trump impeachment rally – YouTube

"Joey Gibson sent this to me and was upset we allowed Luis Marquez [to] violate this person's 1st amendment rights. I want you to see how Luis is dressed to blend in with the normal people who came out for this event. Yet, he is still leading the other black bloc.

"We need to watch for these tactics of them trying to blend in on these more mainstream events. I would argue Luis could have and maybe should have been arrested since they were in the back of the march and most likely would not have caused a huge flashpoint."

What It Meant: Portland Police Lt. Jeff Niiya was the officer leading the bureau's rapid response team that patrols protests. That made him one of the primary officers collecting

intelligence about protest groups in Portland—especially the extremists who repeatedly gathered in the streets for organized brawls.

In January 2018, Niiya forwarded a YouTube video sent to him by Joey Gibson, organizer of the Vancouver, Wash., far-right group Patriot Prayer.

In the video, a well-known Portland antifascist organizer, Luis Marquez, repeatedly blocks a man on a bike from getting near a large march of people protesting President Donald Trump.

The email from Niiya appears to have launched a criminal investigation of Marquez and the incident. Three days later, another police officer, Lt. Franz Schoening, replied: "Looks like a prosecutable case to me. Ask Joey if his friend wants to sign a complaint?"

WW exclusively obtained the emails this week via a public records request.

More than a year after the email exchange, prosecutors filed a harassment charge against Marquez for repeatedly blocking the path of Gregory Isaacson, a Portland parks employee who has frequently attended Patriot Prayer rallies. Marquez has been arrested several times for his actions at past protests.

Why It Matters: Communications between Niiya and Gibson have drawn criticism for appearing to show coordination between police and the right-wing extremist leader. After WW and The Portland Mercury published friendly texts between the two men in February 2019, Mayor Ted Wheeler called the messages "disturbing" and, in response to their publication, launched an independent investigation into whether the Portland Police Bureau showed bias in policing protests.

Wheeler's office did not express alarm at Niiya's email about Marquez.

"When police have information about a crime occurring, they investigate regardless of who is sharing the information," the mayor's office said in a emailed statement.

More recently, the bureau has drawn criticism for not arresting violent protesters more quickly, after a conservative videographer was assaulted during a June march.

The Police Bureau says it is limited in what it can say about the case because it is an open investigation.

"I would ask that you refrain from drawing conclusions based upon two emails without the greater context or picture," bureau spokeswoman Lt. Tina Jones wrote in an emailed response to questions from WW about the exchange. "Given the ongoing investigations, I am unable to provide further context for these two emails within the timeline you have provided."

The Multnomah County District Attorney's Office reviewed the case after WW sent the police emails to the agency. The DA's office says it did not know the criminal investigation started with Gibson, but prosecutors believe Marquez committed a crime based on the evidence shared by Portland police.

"Neither Mr. Gibson, nor anyone else, had any influence on the charging decision in this matter," says DA spokesman Brent Weisberg.

Weisberg adds the DA's office does not make its charging decisions based on politics. Prosecutors recently pursued charges against two far-right brawlers, including Proud Boy Donovan Flipppo, who pleaded guilty to misdemeanor assault this month.

Yet much of the worst violence in Portland, often captured on video, has not resulted in arrests.

"Seems unusual that the police and prosecutors felt that these prosecutions were worthwhile uses of their time," says Michael German, a retired FBI agent who is now a fellow with the Brennan Center for Justice, "when people were being attacked and injured on videotape and the attackers bragged about it in public social media accounts, yet weren't arrested."

The Portland Mercury

Portland Officers Fatally Shoot Man in East Portland

By Alex Zielinski

July 30, 2019

Portland police officers shot and killed a man in East Portland late Tuesday afternoon.

According to a Portland Police Bureau (PPB) report, the unidentified man was allegedly trying to break into a car parked in a lot adjacent to a now-closed Safeway on NE 122 and NE Glisan. When he was confronted by a security guard, PPB says, the man brandished an "edged weapon" similar to an axe or hatchet. The guard called 911 just before 4:30 pm.

PPB officers tracked down the man near SE 122 and SE Ash. After officers fired at him with less-lethal weapons (PPB has used bean bag ammunition in the past), at least one officer fatally shot the man. The involved officers, who have not been identified, left the scene uninjured.

PPB says the officers involved in this shooting will be on paid administrative leave until a Multnomah County grand jury makes a ruling about their culpability. This is the third fatal shooting by a PPB officer in 2019.

This story will be updated as more information is made public.

Portland Police Clarify Involvement With Immigrant Communities and ICE

By Alex Zielinski

July 31, 2019

A routine update to a Portland Police Bureau (PPB) policy dictating how officers interact with immigrants and federal immigration officials reveals an internal shift in how the bureau talks about immigration issues.

The updated policy directive adds language that humanizes immigrants and draws a clearer line between local police and Immigration and Customs Enforcement (ICE) officers. The new changes go into effect today.

Some of PPB's language tweaks are tiny, like the decision to change the phrase "non-citizens who have committed immigration violations" to "non-citizens who are alleged or suspected of having committed immigration violations."

Other changes are more substantive, like this brand-new line in a section that sets the purpose of the policy directive: "Specifically, this directive establishes limitations into inquiries about immigration status and sets forth acceptable uses of immigration status information volunteered by an individual."

These limits are laid out in far more detail than what existed in the directive's previous iteration. "If an individual volunteers their immigration status," the new policy reads, "members shall not document immigration status solely or primarily for the purpose of federal immigration law enforcement."

However, it adds, officers can ask about a person's immigration status if it relates to a "legitimate law enforcement purpose" unrelated to enforcing federal immigration law. Those legit purposes aren't defined.

Where the original policy simply states, "Members shall not arrest a person for the sole reason that they are an undocumented immigrant," the revised version goes further to mandate: "Members shall not arrest a person for the sole reason that they: 1) are an undocumented immigrant present in the United States illegally; or 2) the subject of an ICE immigration enforcement action of investigation."

PPB also chose to axe a definition of the term "undocumented immigrant" previously included in the directive. Instead, the policy only uses the phrase "immigrant," or, when necessary, "an individual suspected of violating federal immigration law."

Perhaps the most consequential update is a segment defining PPB's relationship with federal immigration officials.

"In the event that ICE, [US Customs and Border Protection] or [US Enforcement and Removal Operations] requests the Bureau's assistance for preplanned missions, only the Chief, or a designee, shall determine if the Bureau will provide assistance," the directive reads.

It lists off three circumstances where PPB's assistance is appropriate: When there is no federal officer available to do the job, when the assistance requested is not directly related to making an arrest, and when the police chief believes there is a threat to public safety if PPB officers don't get involved.

Like any PPB directive facing routine updates, this one was shaped by feedback from members of the public. Many of the recommendations received during the 30-day public review period were folded into the final draft.

Yet PPB dodged one key recommendation submitted by immigration and civil rights lawyers with Innovation Law Lab (ILL) and the American Civil Liberties Union of Oregon (ACLU). The new directive states that police are allowed to assist ICE officers in "auxiliary tasks not directly related to making arrest or detentions, such as traffic control or providing supplemental security." But, according to ILL and the ACLU, this line may violate Oregon's so-called "sanctuary state" law.

This law prohibits law enforcement agencies from using "agency moneys, equipment or personnel for the purpose of detecting or apprehending persons" whose only violation of federal immigration law is that they don't have legal permission to be in the United States.

In a joint response to PPB's proposed revisions, ILL and the ACLU write: "Any 'auxiliary task' that serves the purpose of supporting an ICE enforcement operation would violate [state law], regardless of whether it directly, or indirectly, facilitates the apprehension or detection of individuals suspected of violating immigration law."

In short, even helping redirect traffic around an ICE raid can be considered a way of assisting federal immigration enforcement. The lawyers write that in these particular situations, PPB should focus solely on public safety, not on work that aides ICE's "operational goals."

PPB's revisions come a year after activists held a weeks-long Occupy ICE protest outside of Southwest Portland's ICE facility. During those protests, aides working for Mayor Ted Wheeler directed PPB to only respond to 911 calls originating from the demonstration site if someone's life was in danger. National conservative leaders—like Donald Trump and Sen. Ted Cruz—have repeatedly (and continuously) criticized Wheeler for making this call.

Wheeler's 2018 decision seems to go beyond the updated directive, which gives PPB a green light to help ICE officers if public safety—not just someone's life—is at stake.

Nevertheless, the policy sets a new legal precedent for how—and when—local law enforcement should engage with immigration officials.

In a document introducing the updates, PPB says it was motivated to make these changes after "recognizing the magnitude of the impact that assisting an immigration law enforcement agency could potentially have on the community."

The Daily Journal of Commerce

Potential shift in community involvement looms

By Chuck Slothower

July 30, 2019

Deep in the bowels of the city of Portland's policymaking process, Committee 3.96 went to work.

The committee's 25 members quietly reviewed decades-old city codes meant to give neighborhoods a voice in city budgeting and evaluations of land use. The group, formed last year by a City Council directive with members drawn mostly from local activism and nonprofit groups, had a task: examine the roles of the city's influential neighborhood associations, and recommend changes.

Committee 3.96 began meeting in November 2018, working within the city's Office of Community and Civic Life. Then on July 18, after months of study and debate, Committee 3.96 issued its recommendations. They landed with all the subtlety of a bomb.

A four-page document approved by the committee is filled with vague language on reducing disparities and delivering just and equitable outcomes, but the recommendations are unmistakable. Proposed changes would broadly reduce the role of neighborhood associations, putting them on equal footing with other groups engaged in affinity-based, business, community or issue advocacy.

Neighborhood associations fear the changes will sideline them, rendering them voiceless to influence the surge of infill construction that has reshaped urban neighborhoods. Yet many stakeholders say it is time for a change in 20th-century city codes that favor neighborhood associations and their largely older, wealthier and whiter demographic of homeowners.

The proposed changes raise a host of questions for future development, including whether neighborhood associations would retain the right to appeal Design Commission rulings to the City Council with the \$500 appeal fee waived.

"I'm not quite sure if it's better or worse for development, in part because we have something that we've been working with for many, many years," said Sam Rodriguez, senior managing director of multifamily developer Mill Creek Residential Trust. "You kind of know what you're

dealing with. If you don't have (a neighborhood association) structure, what are you dealing with?"

Neighborhood associations such as the Pearl District and Overlook groups often have a sophisticated understanding of the city's design guidelines, Rodriguez said.

"This could be more of a mob mentality," he said. Other groups, he said, "are not necessarily going to have the structure of the neighborhood association."

In some cases, splinter groups – such as the Pearl Neighbors for Integrity in Design – have sprung up to oppose developments. If those neighborhood groups are recognized alongside neighborhood associations, it could change the dynamic.

The committee's recommendations, which were first reported by The Oregonian/OregonLive, were overseen by the office of Commissioner Chloe Eudaly, who is in charge of the Office of Community and Civic Life.

A spokeswoman for Eudaly, Margaux Weeke, acknowledged the code recommendations had caused confusion. They are not intended to place limits on neighborhood associations, she said.

"This is not taking away neighborhood associations; this is not banning neighborhood associations," she said. "They will absolutely continue to exist. It's allowing other types of organizations to have a seat at the table. It's about addition and multiplication, not subtraction and division."

The changes are meant to empower groups such as Living Cully that are not among Portland's 95 city-recognized neighborhood associations, Weeke said.

"Basically, the proposed changes say 'neighborhood-based groups' instead of 'neighborhood associations,' which is just to allow other types of groups to be officially recognized groups," she said.

Some neighborhood association leaders were skeptical that the new code language wouldn't sideline neighborhood associations.

"I don't buy it," said Stan Penkin, president of the Pearl District Neighborhood Association.

The committee's report comes as city officials face demands to ease housing shortages. Neighborhood associations often campaign against proposed housing developments, and their demands for parking capacity can drive up project costs.

Rodriguez said neighborhood associations can be difficult to work with.

"They're quite powerful and they're less inclined to support development than not," he said.

Penkin and other neighborhood association leaders said the groups deserve some of the criticism they receive for not-in-my-backyard politics.

"In some cases there's a NIMBY aspect to it," Penkin said. "I wouldn't deny that. But on the other hand, (when) there's a project coming to a neighborhood, the neighborhood having a say in it, we've got better projects and better buildings out of it from having a say."

Committee 3.96's report seems to raise more questions than it answers, leaving commissioners, neighborhood associations and developers wondering what the proposal actually entails.

"It's a bunch of aspirational statements, statements of value, which are important, but there's no process there," Penkin said.

The code language will go before the City Council for consideration. A work session is tentatively scheduled for September.

It's unclear whether Committee 3.96's proposed changes have majority support on the council. A spokesman for Mayor Ted Wheeler stated that Wheeler has not taken a position.

"We are watching the process closely and will continue engaging with key stakeholders, including the Office of Community and Civic Life, to better understand the nuances of the proposal and learn more about possible outcomes should the code change go into effect," Tim Becker, a spokesman for Wheeler, wrote in an email.

Commissioners Nick Fish and Amanda Fritz also have not taken positions on the changes, representatives said. Commissioner Jo Ann Hardesty's office did not immediately respond to a request for comment.

The proposed changes caught many neighborhood associations by surprise.

"I just felt like it wasn't a robust enough public process," said Elizabeth Milner, a Sellwood-Moreland Improvement League board member.

Neighborhood association leaders said there's value in the public accountability they provide. They often invite developers to meet with neighborhood residents in public forums. Neighborhood associations hold public meetings, take votes and publish meeting minutes and agendas. Non-officially recognized groups have no such transparency requirements.

Milner said the Sellwood neighborhood association has become younger and more diverse in recent years. The board president, Tyler Janzen, is a 27-year-old renter. Milner said she has mixed feelings about the proposed changes.

"I can understand a lot of the criticisms against the role neighborhood associations have played in Portland," she said. "I would like to see the Office of Civic Life work with neighborhood associations as partners to craft the next chapter of civic involvement in Portland. I would like to see them engage the neighborhood associations rather than see them try to erase them systematically."

The Skanner

Portland to Settle PBOT 'Extreme Hazing' Lawsuit for \$80,000

July 29, 2019

The city of Portland, Oregon, is finalizing an \$80,000 settlement to end a lawsuit by a former employee who alleged "extreme hazing" by city transportation workers.

The Oregonian/OregonLive reports that Adam Rawlins said in U.S. District Court that he was subjected to verbal and physical hazing for several months in 2016, including one incident where Rawlins was photographed while bound by zip ties and duct tape inside a city shed.

A consultant later hired by the city found a "don't snitch" culture within the maintenance operation of the Portland Bureau of Transportation. But city officials said the incident appeared to be isolated.

The proposed settlement heads to the Portland City Council for approval Wednesday. The city's risk management division found that "there is risk the city may be found liable."