

House Bill 3082

Sponsored by Representative BOWMAN

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Prohibits public employer from prohibiting public employee from displaying symbols of inclusion in public employee's immediate workspace. Prohibits public employer from taking any adverse action against public employee who displays symbol of inclusion in employee's workspace.

A BILL FOR AN ACT

1
2 Relating to displays of symbols of inclusion by public employees.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. (1) As used in this section:**

5 (a) **"Public employee" means a person employed by a public employer.**

6 (b) **"Public employer" means the State of Oregon or a county, city, school district or
7 other public corporation, commission, agency, board or entity organized for a public purpose.**

8 (c) **"Symbol of inclusion" means signs, stickers, decals, flags, emblems, banners or any
9 other symbol that shows support for inclusion for members of historically marginalized
10 groups, including members of lesbian, gay, bisexual, transgender, queer or questioning
11 (LGBTQ) communities.**

12 **(2) A public employer may not:**

13 (a) **Adopt or implement any rule, regulation or policy that prohibits a public employee
14 from displaying symbols of inclusion in the employee's immediate workspace.**

15 (b) **Discharge, discipline or otherwise penalize or take any adverse employment action
16 against a public employee because the employee displays a symbol of inclusion in the
17 employee's immediate workspace.**

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NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.