

Employment Action Related to Communications of Employer about Religious or Political Matters

Oregon Revised Statutes 659.780-659.785 (effective 1/1/2010)

Oregon Law prohibits an employer from discharging, disciplining, or otherwise penalizing or threatening to discharge, discipline or otherwise penalize, or taking any adverse employment action against an employee:

- (a) Because the employee declines to attend or participate in an employer-sponsored meeting or communication with the employer if the primary purpose of the meeting or communication is to communicate the opinion of the employer about religious or political matters; or
- (b) As a means of requiring an employee to attend a meeting or participate in a religious or political communication or meeting; or
- (c) Because the employee, or a person acting on behalf of the employee, makes a good faith report, orally or in writing, of a violation or a suspected violation of this section.

An aggrieved employee may bring a civil action to enforce and seek all appropriate relief under this section no later than 90 days after the date of the alleged violation in the circuit court of the judicial district where the violation is alleged to have occurred or where the principal office of the employer is located.

The law does not:

- (a) Prohibit mandatory meetings of an employer's executive or administrative personnel to discuss issues related to the employer's business, including those issues addressed in this section;
- (b) Prohibit communications of information about religious or political matters that the employer is required to communicate, but only to the extent of the lawful requirement; or
- (c) Limit the rights of an employer to offer meetings, forums or other communications about religious or political matters for which attendance or participation is strictly voluntary.
- (d) Protect a report that the employer violated the statute if the employee knows the report is false.

While not a part of the statute employees are free to contact the agency human resource office, or the agency head, if the employee believes a state agency is in violation of this law.

MANAGERS: Post this notice in a place normally reserved for employment-related notices and commonly frequented by employees.