

Supporting Oregon Workplace Fairness; Fighting Against Workplace Discrimination and Harassment

1 **WHEREAS:**

2 We have a duty to ensure that all members of AFSCME Council 75 can thrive in their workplace
3 and in their union, free from discrimination and harassment; and

4 **WHEREAS:**

5 Women face significant barriers in the workplace, especially as it relates to sexual harassment.
6 Between 25 and 85 percent of women experience sexual harassment on the job and 94 percent
7 of them do not file a formal complaint. When women do report harassment, 75 percent of them
8 experience retaliation for doing so; and

9 **WHEREAS:**

10 The more intersectional identities a person carries, the more likely they are to experience
11 workplace discrimination and harassment; and

12 **WHEREAS:**

13 Our union has a long history of fighting against discrimination. From the Memphis sanitation
14 workers strike until now, our union has long fought alongside workers who are organizing for the
15 right to exist and thrive as we are; and

16 **WHEREAS:**

17 We can create real change for all workers in Oregon by eliminating unfair nondisclosure
18 agreements, extending the period of time a worker can report discrimination and harassment
19 and making employers accountable; and

20 **THEREFORE BE IT RESOLVED:**

21 That Oregon AFSCME Council 75 will support eliminating unfair nondisclosure agreements,
22 extending the period of time a worker can report discrimination and harassment and making
23 employers accountable; and

24 **BE IT FURTHER RESOLVED:**

25 That Oregon AFSCME Council 75 will send members to speak with lawmakers and to any
26 relevant legislative hearings to support these efforts; and

27 **BE IT FINALLY RESOLVED:**

28 That local unions will commit to workplace actions to convince legislators of the importance for a
29 strong policy by collecting stories from members on why this type of legislation matters and
30 contacting their representatives to urge passage of a relevant bill.

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32 Submitted by: Oregon AFSCME Council 75 Executive Committee