



**PORTLAND PUBLIC SCHOOLS**  
**OFFICE OF General Counsel**

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**Date:** December 6, 2021  
**To:** School Board  
**From:** Mary Kane, Senior Legal Counsel  
**Subject:** Workplace Harassment Policy Revisions

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**BACKGROUND**

The 2019 Oregon Legislature made a number of revisions to statutes related to employment and required workplace policies to address unlawful conduct constituting discrimination in the workplace and to provide protections against workplace harassment of employees. In 2021, the Oregon Legislature expanded protections against discrimination of gender identity, including it as a protected class in all Oregon laws that use “sexual orientation” in the text.

As we began work to incorporate “gender identity” into the text, the Department of Human Resources also requested that we consider expanding the definition of harassment to allow for greater protections of employees at PPS.

The amendments to the Workplace Policy reflect the inclusion of “gender identity” within the list of protected classes and also expands the definition of harassment beyond harassment arising from conduct constituting discrimination.

**RELATED POLICIES/BEST PRACTICES**

It is best practice to update policies to align with legislative changes.

**FISCAL IMPACT**

There is no fiscal impact projected for these changes to the policy.

**TIMELINE FOR IMPLEMENTATION / EVALUATION**

The changes will be implemented immediately.

**CONNECTION TO BOARD GOALS**

These revisions reflect the Board’s goals to address discrimination in the workplace and to provide a safe and inclusive environment for all.

## **STAFF RECOMMENDATION**

Staff recommends that the Board adopt these revisions to the Workplace Harassment Policy.

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*As a member of the PPS Executive Leadership Team, I have reviewed this staff report.*

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## ATTACHMENTS

- A. Redline version Workplace Harassment Policy
- B. Clean version Workplace Harassment Policy