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**Avakian files commissioner's complaint against Daimler for racial discrimination, hostile work environment**  
BOLI will investigate allegations of racial harassment and failure to take corrective action

**PORTLAND, OR**—Labor Commissioner Brad Avakian has filed a commissioner's complaint against Daimler Trucks North America alleging severe civil rights violations, the Bureau of Labor and Industries (BOLI) announced today.

An agency investigation will determine whether the company subjected minority employees to a hostile work environment, discrimination based on national origin and threats of physical violence. The commissioner's complaint comes as five Daimler employees have alleged unlawful discrimination at its North Portland facility this year.

Alleged civil rights violations include Daimler employees using racial epithets to refer to African American colleagues, including "nigger", "boy", "Toby" and "buckwheat." In addition, BOLI will investigate whether a Daimler employee threatened a black co-worker with a noose, saying that he'd drag the African American co-worker behind a car.

The commissioner's complaint includes charges that the company failed to take appropriate corrective action to address the racially-motivated behavior and treatment.

"No employee in Oregon should have to face racial discrimination and intimidation," said Labor Commissioner Avakian. "We are committed to a thorough investigation and aggressive prosecution if we find substantial evidence. Our agency has a duty to ensure fair workplaces and strong enforcement of civil rights protections."

Oregon law empowers the labor commissioner to file a complaint on behalf of the people of Oregon when the commissioner has reason to believe an unlawful practice, such as employment discrimination based on race or national origin, has occurred. The Daimler complaint is the sixth commissioner's complaint filed by Avakian.

Commissioner's complaints can be a valuable enforcement tool when employees express fear of retaliation as they have during the current investigation. The complaint does not limit or preclude private legal action by current or former employees.

Copies of the commissioner's complaint are public documents available upon request.

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