

CIVIL RIGHTS -- TABLE OF CONTENTS

Table of Contents

CIVIL RIGHTS

I. COMMISSIONER'S AUTHORITY

- 1.0 GENERALLY
- 2.0 JURISDICTION
- 3.0 ENFORCEMENT POWERS (*see also* Part IX)
 - 3.1 --- Generally
 - 3.2 --- Cease and Desist Orders
 - 3.3 --- Commissioner's Complaint
 - 3.4 --- Damages and Penalties
- 4.0 RULEMAKING

II. INTERPRETATION OF ANTIDISCRIMINATION LAWS

- 5.0 POLICY CONSIDERATIONS
- 6.0 EFFECT OF FEDERAL LAW
- 7.0 GENERAL PRINCIPLES OF CONSTRUCTION
 - 7.1 --- Statutes
 - 7.2 --- Administrative Rules

III. THEORIES OF DISCRIMINATION (*see also* Part VII)

- 10.0 SPECIFIC INTENT
- 11.0 DIFFERENT OR UNEQUAL TREATMENT
- 12.0 HARASSMENT (in general)
 - 12.1 --- Types of Harassment in Employment
 - 12.1.1 ----- Intimidating, Hostile, or Offensive Working Environment
 - 12.1.2 ----- Submission to Unwanted Verbal or Physical Conduct Related to Protected Class Made Term or Condition of Employment or Used as Basis for Employment Decisions
 - 12.2 --- Employer Liability
 - 12.2.1 ----- Harassment by Supervisor
 - 12.2.2 ----- Harassment by Coworker or Agent
 - 12.2.3 ----- Harassment by Non-Employee
 - 12.3 --- Withdrawn Consent
 - 12.4 --- Harassment in Housing and Public Accommodations
- 13.0 CONSTRUCTIVE DISCHARGE
- 14.0 ADVERSE IMPACT

- 15.0 FAILURE TO REASONABLY ACCOMMODATE (in general)
- 16.0 MIXED MOTIVE (in general)

IV. COMMON BASES OF DISCRIMINATION

- 20.0 AGE
 - 20.1 --- Employment
 - 20.1.1 ----- Generally
 - 20.1.2 ----- Hiring, Promotion
 - 20.1.3 ----- Terms, Conditions, & Privileges of Employment
 - 20.1.4 ----- Harassment
 - 20.1.5 ----- Discharge/Constructive Discharge
 - 20.2 --- Real Property
 - 20.3 --- Public Accommodation
- 21.0 DISABILITY
 - 21.1 --- Generally
 - 21.2 --- Definitions
 - 21.2.1 ----- "Disability" or "Disabled Person"
 - 21.2.2 ----- "Employee"
 - 21.2.3 ----- "Essential Functions"
 - 21.2.4 ----- "Otherwise Qualified"
 - 21.2.5 ----- "Physical or Mental Impairment"
 - 21.2.6 ----- "Record" of Impairment
 - 21.2.7 ----- "Regarded" as Impaired
 - 21.2.8 ----- "Substantially Limits" a "Major Life Activity"
 - 21.3 --- Employment
 - 21.3.1 ----- Generally
 - 21.3.2 ----- Pre-Employment Disability Inquiries and Medical Exams
 - 21.3.3 ----- Post-Employment Disability Inquiries and Medical Exams
 - 21.3.4 ----- Hiring, Promotion
 - 21.3.5 ----- Terms, Conditions, or Privileges of Employment
 - 21.3.6 ----- Harassment
 - 21.3.7 ----- Discharge/Constructive Discharge
 - 21.3.8 ----- Interactive Process
 - 21.3.9 ----- Failure to Reasonably Accommodate Otherwise Qualified Disabled Person (*see also* 15.1, 97.1)
 - 21.3.10 ----- Threat to Self or Others
 - 21.3.11 ----- Illegal Drug Use
 - 21.3.12 ----- Medical Marijuana

CIVIL RIGHTS -- TABLE OF CONTENTS

21.3.13	-----	ORS 659A.112(2)(c)	25.5	---	Term or Condition of Employment
21.3.14	-----	ORS 659A.112(2)(g)	25.6	---	Discharge/Constructive Discharge
21.4	---	Employment Agency, Labor Organization	26.0		OPPOSITION TO UNLAWFUL PRACTICE (ORS 659A.030(1)(f))
21.5	---	Interaction with Federal ADA	26.1	---	Generally
21.6	---	Public Accommodation	26.2	---	Prima Facie Case
21.7	---	Real Property	26.3	---	Nature of Opposition
22.0		INJURED WORKER	26.4	---	Term or Condition of Employment
22.1	---	Definitions	26.5	---	Discharge/Constructive Discharge
22.2	---	Generally	26.6	---	To "Otherwise" Discriminate
22.3	---	Hiring, Promotion	27.0		RACE OR COLOR
22.4	---	Terms, Conditions, & Privileges of Employment	27.1	---	Employment
22.5	---	Harassment	27.1.1	-----	Generally
22.6	---	Discharge/Constructive Discharge	27.1.2	-----	Hiring, Promotion
22.7	---	Termination of Health Benefits	27.1.3	-----	Terms, Conditions, & Privileges of Employment
22.8	---	Reinstatement of Worker to Former Job	27.1.4	-----	Harassment
22.9	---	Reemployment of Disabled Worker in Available and Suitable Job	27.1.5	-----	Discharge/Constructive Discharge
22.10	---	Reemployment Rights of State Workers	27.2	---	Public Accommodation
23.0		MARITAL STATUS	27.3	---	Real Property
23.1	---	Employment	28.0		RACE, RELIGION, COLOR, SEX, NATIONAL ORIGIN, MARITAL STATUS OR AGE OF PERSON WITH WHOM INDIVIDUAL ASSOCIATES
23.1.1	-----	Hiring, Promotion	28.1	---	Employment
23.1.2	-----	Terms, Conditions, & Privileges of Employment	28.1.1	-----	Hiring, Promotion
23.1.3	-----	Harassment	28.1.2	-----	Terms, Conditions, & Privileges of Employment
23.1.4	-----	Discharge/Constructive Discharge	28.1.3	-----	Discharge/Constructive Discharge
23.2	---	Public Accommodation	29.0		RELIGION
23.3	---	Real Property	29.1	---	Employment
24.0		NATIONAL ORIGIN	29.1.1	-----	Hiring, Promotion
24.1	---	Employment	29.1.2	-----	Terms, Conditions, & Privileges of Employment
24.1.1	-----	Hiring, Promotion	29.1.3	-----	Harassment
24.1.2	-----	Terms, Conditions, & Privileges of Employment	29.1.4	-----	Discharge/Constructive Discharge
24.1.3	-----	Harassment	29.1.5	-----	Failure to Reasonably Accommodate (see also 97.2)
24.1.4	-----	Discharge/Constructive Discharge	29.1.6	-----	Permissible Preference of Employee Based on Religion in Certain Employment
24.2	---	Public Accommodation	29.2	---	Public Accommodation
24.3	---	Real Property	29.3	---	Real Property
25.0		OPPOSITION TO SAFETY HAZARD (ORS 654.062)	30.0		RETALIATION (see 26.0 - Opposition To Unlawful Practices)
25.1	---	Generally	31.0		SEX
25.2	---	Prima Facie Case			
25.3	---	Causal Connection			
25.4	---	Nature of Opposition			

CIVIL RIGHTS -- TABLE OF CONTENTS

31.1	--- Pregnancy and Related Conditions (in general)	54.7	--- "Perceived" Whistleblowers
31.2	--- Employment	VI.	COMPLAINT AND HEARING PROCESS
31.2.1	----- Hiring, Promotion	60.0	COMPLAINT OF UNLAWFUL EMPLOYMENT PRACTICE (<i>see also</i> Ch. I, sec. 5.0)
31.2.2	----- Term or Condition of Employment	60.1	--- Generally
31.2.3	----- Harassment	60.2	--- Commissioner's Complaint (<i>see also</i> 2.2)
31.2.3.1	----- Intimidating, Hostile, or Offensive Working Environment	61.0	COMPLAINT OF DISCRIMINATION IN HOUSING OR PUBLIC ACCOMMODATION
31.2.3.2	----- Submission Made Term or Condition of Employment	62.0	INVESTIGATION; SUBSTANTIAL EVIDENCE DETERMINATION
31.2.3.3	----- Submission Used as a Basis for Employment Decisions	62.1	--- Generally (<i>see also</i> Ch. I, secs. 6.0 - 6.7, 8.2)
31.2.4	----- Discharge/Constructive Discharge	62.2	--- Conciliation (<i>see also</i> Ch. I, sec. 7.0)
31.3	--- Public Accommodation	62.3	--- Cease and Desist Orders (Prior to Hearing)
31.4	--- Real Property	62.4	--- Civil Penalties (ORS 659.050(2))
32.0	SEXUAL ORIENTATION (CITY CODES)	62.5	--- Request for Contested Case Hearing
V.	OTHER BASES OF DISCRIMINATION	63.0	CONTESTED CASE PROCESS (<i>see generally</i> Ch. I -- Admin. Proc.)
40.0	ACCESS TO EMPLOYER-OWNED HOUSING	63.1	--- Formal Charges (<i>see also</i> Ch. I, secs. 8.0 - 8.5)
41.0	BONE MARROW DONATION	63.2	--- Cease and Desist Orders (After Hearing) (<i>see</i> 103.0)
42.0	BREATHALYZER, POLYGRAPH, AND OTHER TESTS	63.3	--- Dismissal of Charges
43.0	EXPUNGED JUVENILE RECORD	64.0	ELECTION OF REMEDIES (<i>see also</i> Ch. I, sec. 8.6)
44.0	FAMILIAL RELATIONSHIP	VII.	ESTABLISHING DISCRIMINATION
45.0	GENETIC INFORMATION	70.0	AGENCY'S BURDEN OF PROOF (<i>see also</i> Ch. I, secs. 21.3 - 21.4)
46.0	LEGISLATIVE TESTIMONY	70.1	--- Specific Intent
47.0	LIMITING ELIGIBILITY FOR EMPLOYEE HEALTH OR BENEFIT PLAN	70.2	--- Different or Unequal Treatment
48.0	REPORTING PATIENT ABUSE	70.3	--- Pretext
49.0	REQUIRED PAYMENT FOR MEDICAL EXAMINATIONS	70.4	--- Harassment
50.0	SOURCE OF INCOME	70.5	--- Constructive Discharge
51.0	UNEMPLOYMENT HEARING TESTIMONY	70.6	--- Adverse Impact
52.0	USE OF TOBACCO IN NONWORKING HOURS	70.7	--- Mixed Motive
53.0	WHISTLEBLOWING BY PUBLIC EMPLOYEES	71.0	KEY ROLE
54.0	WHISTLEBLOWING BY PRIVATE EMPLOYEES	72.0	EVIDENCE (<i>see also</i> Ch. I, secs. 20.0 - 20.18)
54.1	--- Prima Facie Case	72.1	--- Generally
54.2	--- Making a "Report"	72.2	--- Statistics
54.3	--- "Criminal Activity"	73.0	RESPONDENTS
54.4	--- "Good Faith"	73.1	--- Aider/Abettor
54.5	--- Terms, Conditions, & Privileges of Employment		
54.6	--- Discharge/Constructive Discharge		

CIVIL RIGHTS -- TABLE OF CONTENTS

73.2	--- Corporation	I, sec. 1.0)
73.3	--- Coworker	
73.4	--- Employment Agency	92.0 LEGITIMATE NONDISCRIMINATORY REASON/PRETEXT
73.5	--- Franchisor	93.0 PRECLUSION (<i>see also</i> Ch. IX, sec. 11.1)
73.6	--- Labor Organization	93.1 --- Claim Preclusion
73.7	--- Limited Liability Company	93.2 --- Issue Preclusion
73.8	--- Owner of Real Property	94.0 PREEMPTION BY FEDERAL LAW
73.9	--- Partnership	95.0 STATUTE OF LIMITATIONS (<i>see also</i> Ch. I, sec. 5.0)
73.10	--- Public Accommodation	96.0 UNCONSTITUTIONALITY (<i>see also</i> Ch. I, sec. 28.0)
73.11	--- Public Employer	97.0 UNDUE HARDSHIP TO ACCOMMODATE
73.12	--- Sole Proprietor	97.1 --- Disability (<i>see also</i> 21.3.7)
73.13	--- Successor in Interest (<i>see also</i> Ch. IX, sec. 3.6)	97.2 --- Religion (<i>see also</i> 29.1.4)
73.14	--- Supervisor	98.0 OTHER
73.15	--- Temporary Employment Agencies	
73.16	--- Trusts	
73.17	--- Other	
74.0	RESPONDENTS' LIABILITY FOR ACTS OF OTHERS	IX. REMEDIES
74.1	--- Agent	100.0 ATTORNEY FEES
74.2	--- Coworker	101.0 BACK PAY
74.3	--- Legal Representative	101.1 --- Purpose
74.4	--- Partner	101.2 --- Calculation
74.5	--- Supervisor	101.2.1 ----- Generally
74.6	--- Other	101.2.2 ----- Deductions
75.0	CONTINUING VIOLATION	101.2.3 ----- Duration
		101.2.4 ----- Duty to Mitigate
		101.2.5 ----- Raises
		101.2.6 ----- Setoff
		101.2.7 ----- Tips
VIII. DEFENSES TO CHARGES OF DISCRIMINATION		102.0 BACK BENEFITS
80.0 AFFIRMATIVE ACTION		102.1 --- Insurance
81.0 BONA FIDE SENIORITY SYSTEM		102.2 --- Retirement Plan
82.0 BONA FIDE EMPLOYEE BENEFIT PLAN		102.3 --- Vacation
83.0 BONA FIDE OCCUPATIONAL REQUIREMENT		102.4 --- Other
83.1 --- Generally		103.0 CEASE AND DESIST ORDERS (<i>see also</i> 2.1)
83.2 --- Age		103.1 --- Generally
83.3 --- Sex		103.2 --- Cessation of Unlawful Practice
83.4 --- Other		104.0 CORRECTION OF RECORDS
84.0 COLLECTIVE BARGAINING AGREEMENTS		105.0 EXPENSES
85.0 CORRECTIVE ACTION AND PREVENTIVE MEASURES		106.0 FRONT PAY
86.0 ESTOPPEL (<i>see also</i> Ch. VII, sec. 18.1)		107.0 INTEREST
87.0 EXHAUSTION/ELECTION OF REMEDIES (<i>see also</i> 64.0)		108.0 MENTAL SUFFERING DAMAGES
88.0 FAILURE TO MITIGATE		108.1 --- Generally
89.0 INDEPENDENT CONTRACTOR		108.2 --- Basis of Discrimination
90.0 LACHES (<i>see also</i> Ch. IX, sec. 11.2)		108.2.1 ----- Age
91.0 LACK OF JURISDICTION (<i>see also</i> Ch.		108.2.2 ----- Disability
		108.2.3 ----- Injured Worker

CIVIL RIGHTS -- TABLE OF CONTENTS

108.2.4 -----	Marital Status	121.5 ---	Inability to Perform Essential Job Function
108.2.5 -----	National Origin	122.0	LENGTH OF LEAVE
108.2.6 -----	Opposition to Safety Hazard	122.1 ---	Generally
108.2.7 -----	Opposition to Unlawful Practice	122.2 ---	Use of Paid Leave
108.2.8 -----	Race or Color	122.3 ---	Teachers
108.2.9 -----	Race, Religion, Color, Sex, National Origin, Marital Status or Age of Person with Whom Individual Associates	123.0	NOTICE TO EMPLOYER
108.2.10 -----	Religion	124.0	MEDICAL VERIFICATION
108.2.11 -----	Retaliation (see 108.2.7)	125.0	RESTORATION TO POSITION OF EMPLOYMENT
108.2.12 -----	Sex	126.0	RETALIATION
108.2.13 -----	Sexual Orientation (City Codes)	127.0	REMEDIES
108.2.14 -----	Violation of Leave Laws (see 127.2)	127.1 ---	Back Pay
108.2.15 -----	Whistleblower	127.2 ---	Mental Suffering Damages
108.2.16 -----	Other	128.0	PREVIOUS OREGON LEAVE LAWS
109.0	POSTINGS	128.1 ---	Parental Leave Under <i>Former</i> ORS 659.360
110.0	REFERENCES	129.0	INTERACTION WITH FEDERAL LEAVE LAWS
111.0	REINSTATEMENT	XI. OTHER REQUIREMENTS	
112.0	SURVIVAL OF DAMAGE AWARD	130.0	RECORD KEEPING
X. OREGON FAMILY LEAVE ACT		131.0	REQUIRED POSTINGS
115.0	UNLAWFUL ACTS		
115.1 ---	Denial of Leave		
115.2 ---	Failure to Restore to Previous Position of Employment (see 125.0)		
115.3 ---	Harassment		
115.4 ---	Retaliation		
116.0	PRIMA FACIE CASE		
116.1 ---	Unlawful Denial of Leave		
116.2 ---	Failure to Restore to Previous Position of Employment		
116.3 ---	Harassment		
116.4 ---	Retaliation		
116.5 ---	Discharge/Constructive Discharge		
120.0	DEFINITIONS		
120.1 ---	"Covered Employer"		
120.2 ---	"Eligible Employee"		
120.3 ---	"Serious Health Condition"		
121.0	PURPOSES FOR WHICH LEAVE MAY BE TAKEN		
121.1 ---	Caring for Family Member with Serious Health Condition		
121.2 ---	Sick Child Care		
121.3 ---	Newly Born, Adopted, or Placed Child		
121.4 ---	Recovering from or Seeking Treatment for Employee's Own Serious Health Condition		