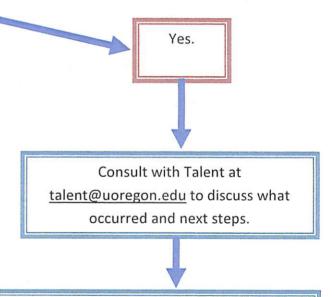
UO Employee Reporting Obligation—Search Committees

Was a motivator for the conduct a person's protected class or activity?

Race, sex, religion, marital status, protected leave, whistleblowing, worker's compensation, etc.

No. The conduct is not discriminatory, but you may still want to reach out to HR Talent at talent@uoregon.edu to discuss your concerns and impact on search process.



If a candidate was treated differently by a UO employee during the search process because of the candidates protected class or activity, please consult with the Office of Investigations and Civil Rights Compliance at icrcinfo@uoregon.edu on whether a report needs to be made. UO employees are obligated to report any discriminatory or harassing behavior they witness at the UO. See back for definitions of discriminatory or harassing behavior.

Protected Class and Activities under UO Policy

Age

Race

Color

Ancestry

National or Ethnic Origin

Religion Gender

Disability

Service in the uniformed Services

Veteran Status

Sex

Sexual Orientation Gender Identity Perceived Gender

Marital Or Family Status
Pregnancy-Related Conditions

Genetic Information

Use of leave protected by state or federal law

Prohibited Discrimination (Different Treatment)

Any act that in either form or operation, and whether intended or unintended, unreasonably discriminates among individuals on the basis of a protected class or activity.

Discriminatory Harassment (Hostile Environment)

Any conduct that either in form or operation unreasonably discriminates among individuals based on a protected class or activity and is sufficiently severe or pervasive that it interferes with work or participation in any university program or activity, including academic activities because it creates an intimidating, hostile, or degrading environment for the individual who is the subject of such conduct, and where the conduct would have such an effect on a reasonable person who is similarly situated.

Sexual Harassment

- 1. Submission to such advances, requests, or conduct is made either explicitly or implicitly a term or condition of an individual's employment, academic experience or participation in any university program or activity;
- 2. Submission to or rejection of such advances, requests, or conduct by an individual is used as a basis or condition for employment, participation in any university program or activity or academic experience; or
- 3. Such conduct is unwelcome and sufficiently severe or pervasive that it interferes with work, participation in any university program or activity and/or academic experience because it creates an intimidating, hostile, or offensive working, university or academic environment for the individual who is the subject of such conduct, and where the conduct would have such an effect on a reasonable person who is similarly situated.

Protected Classes	
TITLE VII OF CIVIL RIGHTS ACT OF 1964	OREGON REVISED STATUTES CHAPTER 659A
Federal laws apply when an employer has 15 or	State laws apply when an employer has one or
more employees (except where noted)	more employees (except where noted)
Race	Race
Color	Color
National origin	National origin
Sex (includes pregnancy-related conditions)	Sex (includes pregnancy-related conditions)
Religion	Sexual orientation (includes gender identity)
Retaliation	Religion
Association with protected class	Retaliation
Genetic information (under Genetic Information Nondiscrimination Act	Association with protected class
Nondiscrimination Act	Prohibition on genetic screening and brain-wave testing
Age (40 and older in companies with 20+	Age (18 and older)
employees) (Age Discrimination in Employment Act of 1967)	
Veterans (companies with 1 + employees)	Members of the uniformed services
(Uniformed Services Employment and	(ORS 659A.082)
Reemployment Rights Act of 1994 and the	Taking leave to serve in state-organized militia
Vietnam Era Veterans Readjustment Assistance	(ORS 399.065)
Act of 1974)	Taking leave prior to or during leave from
Veterans' preference in hiring and promotion	deployment by spouse or same-sex domestic
(public employers)	partner of member of the armed forces under the
	Oregon Military Family Leave Act (in companies
	with 25+ employees)
	Veterans' preference in hiring and promotion
Dh. sign on montal disability / American a with	(public employers)
Physical or mental disability (Americans with Disabilities Act of 1990, as amended	Physical or mental disability (in companies with 6+ employees)
in 2008, for companies with 15 or more	от епіріочесь)
employees)	
Taking leave under the Family and Medical Leave	Taking leave under the Oregon Family Leave Act
Act of 1993 (in companies with	(in companies with 25+ employees)
50+ employees)	
Concerted activity for mutual aid and benefit	Inquiring about, discussing, or disclosing wage
under Section 7 of the National Labor Relations	information
Act	
Additional classes protected by state law, Chapter	659A (Except where noted, laws apply when an
employer has one or more employees)	
Access to employer-owned Housing	Prohibition on genetic screening and
Credit records or credit history	brain-wave testing
Expunged juvenile record Injured workers (in companies with six or more	Prohibition on polygraph exams Restrictions on criminal conviction inquiries
employees)	Retaliation based upon family relationship
Leave to donate bone marrow	Right to file a lawsuit, testify in criminal or civil
Leave to serve in the state legislature,	proceedings or report criminal activities
(ORS 171.120-125)	Right to report health care violations
Limits on breathalyzer and blood alcohol testing	Right to testify at Employment Department
Marital status	hearings
Medical release as a condition of continued	Right to testify before the state legislature
employment	Sexual orientation and gender identity
Opposition to health or safety conditions	Social media account privacy
(ORS 654.062(5)(a))	Use of lawful tobacco products on off-duty hours
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Prohibition on employer requiring medical release unless employer pays out-of-pocket costs	Victims of Domestic Violence, Harassment, Sexual Assault or Stalking including leave provisions