

## **NOTICE IS HEREBY GIVEN**

### **THIS EMPLOYER IS SUBJECT TO OREGON LAWS 2009, CHAPTER 658 (Originating as Senate Bill 519 in the Oregon Legislature)**

Subject to certain exceptions, Oregon law prohibits covered employers from taking or threatening to take any adverse employment action, including discharge or discipline, against an employee:

- Who declines to attend or participate in an employer-sponsored meeting or communication with the employer or its agents if the primary purpose of the meeting or communication is to convey the employer's opinion about religious or political matters;
- Who makes a good faith oral or written report of a suspected violation of this law; or
- As a means of requiring an employee to attend a meeting or communicate with an employer or its agents as described above.

Employers may provide these meetings or communications on a voluntary basis to all employees. Executive and administrative personnel may be compelled to participate. Aggrieved employees must bring a civil action to enforce this law within 90 days after an alleged violation.

Employers must post this notice in a place normally reserved for employment-related notices and in a place commonly frequented by employees.