

OREGON STATE HOSPITAL

PORTLAND – SALEM

POLICIES AND PROCEDURES

SECTION 5: Human Resource Management

POLICY: 5.008

SUBJECT: Equal Opportunity Employment/
Non-Discrimination

POINT

PERSON: BILLY MARTIN

APPROVED: GREG ROBERTS
SUPERINTENDENT



DATE: OCTOBER 28, 2011

I. POLICY

Oregon State Hospital has adopted DHS Policy DHS-060-013, Discrimination and Harassment-Free Workplace, and DAS State Policy 50.010.01 Discrimination and Harassment-Free Workplace (See attached).

II. References

DHS-060-013 Discrimination and Harassment Free Workplace, DAS
DAS State Policy 50.010.01, Discrimination and Harassment-Free Workplace (See attached).

Replaces OSH Policy and Procedure 5.008, *Equal Opportunity Employment/Non-Discrimination*, dated 10/2/2008.

Policy Title:	Discrimination and Harassment Free Workplace				
Policy Number:	DHS-060-013	Version:	4.0	Effective Date:	Upon Approval

Signature on file in the office of the Chief Administrative Officer

04/08/2002

Approved By: DHS Deputy Chief Administrative Officer

Date Approved

Overview

Description: All agencies are to adopt the Department of Administrative Services (DAS) policy on Discrimination and Harassment Free Workplace, Policy 50.010.01.

Purpose/Rationale: To reaffirm that it is the policy of the Department of Human Services (DHS) to prohibit discrimination and workplace harassment; to conduct that constitutes workplace harassment.

Applicability: All DHS employees

Failure to Comply: Failure to comply with this policy may result in disciplinary action, up to and including dismissal from state service.

Policy

DHS has adopted the following DAS policy for a Discrimination and Harassment Free Workplace.

- HRSD 50.010.01 Discrimination and Harassment Free Workplace

Procedure(s) that apply:

None.

Form(s) that apply:

None.

Definition(s):

See Administrative Policy Common Terms

Reference(s):

DAS policy 50.010.01

ORS 174.100; 240.086(1); 240.145(3); 240.250; 240.316(4); 240.321; 240.555; 240.560;
659.030(1)

Title VII

Civil Rights Action of 1964

Executive Order 93-05

Contact(s):

Name: Michelle Johnson **Phone:** (503) 945-6664 **Email:** michelle.l.johnson@state.or.us

Policy History:

- **Version 4.0:**
 - 09/25/2008 – Revised to amend contact information
 - 01/10/2008 – Revised
- **Version 3.0:**
 - 11/21/2006 – Administrative Correction to insert paragraph 3.c
 - 09/22/2006 – Revised
- **Version 2.0:**
 - 10/22/2004 – Revised
- **Version 1.0:**
 - 04/08/2002 – Initial Release