



Oregon Legislative Assembly

**MEMORANDUM**

TO: Capitol Community  
FROM: Tina Kotek, Speaker of the House  
Peter Courtney, Senate President  
DATE: August 1, 2018  
RE: BOLI Complaint

*Tina Kotek*  
*Peter Courtney*

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Today, we received a Commissioner's Complaint from the Bureau of Labor and Industries regarding past incidents of inappropriate workplace behavior in the Legislature. The Legislature will participate transparently in this process. We welcome additional scrutiny and a thorough investigation related to the Commissioner's Complaint.

We are committed to ensuring that the Capitol workplace is open, safe, and accommodating to all those who engage in the legislative process. We are working on several changes to improve our workplace by:

- Working with BOLI to seek and receive guidance on how best to address issues of workplace harassment.
- Initiating a comprehensive review by the independent Oregon Law Commission on how best to revise the Legislature's rules and policies related to workplace harassment with recommendations due by the end of the year.
- Creating an outside point of contact for anyone reporting inappropriate workplace behavior.
- Launching a new respectful workplace training program conducted by the US Equal Employment Opportunity Commission that is aligned with national best practices.

Making the Capitol a model workplace free of harassment will take attention, focus, and investment from the entire Capitol community. We appreciate the support and assistance of all who are involved in helping us achieve our shared goal.

If you have any questions, please contact Betsy Imholt in the President's office at (503) 986-1600 or Tim Inman in the Speaker's office at (503) 986-1200.