

Notice of Rights Under Senate Bill 519

Under Oregon law, an employer may not discharge, discipline or otherwise penalize or threaten to discharge, discipline or otherwise penalize or take any adverse employment action against an employee:

- Who declines to attend or participate in an employer-sponsored meeting or communication if the primary purpose of the meeting or communication is to communicate the opinion of the employer about religious or political matters;
- As a means of requiring an employee to attend such a meeting or communication; or
- Because the employee makes a good faith report, orally or in writing, of a violation or a suspected violation of this law.

An employer may require attendance at meetings that are not primarily about religious or political matters. The employer may offer meetings, forums or other communications about religious or political matters for which attendance or participation is strictly voluntary.

An employee who believes he or she has been subjected to a violation of this law may bring a lawsuit no later than 90 days after the date of the alleged violation. The lawsuit may be brought in the circuit court of the judicial district where the violation is alleged to have occurred or where the employer has its principal office.

Effective January 1, 2010

**This poster must be displayed
where employees can easily see it.**