

■ Required Notice: Oregon State Addendum

Effective October 1, 2020, Oregon's Workplace Protection Act prohibits employers from entering into agreements with employees or prospective employees that contain a nondisclosure, nondisparagement, or other provision that prevents the employee from disclosing or discussing conduct that constitutes covered discrimination. However, an employer may enter into a settlement, separation, or severance agreement that includes a nondisclosure, nondisparagement, or no-rehire provision when an employee claiming to be aggrieved by discrimination requests to enter into the agreement. Any such agreement must provide the employee at least seven days (after executing the agreement) to revoke the agreement, and the agreement may not become effective until after the revocation period has expired.

Employers and employees are advised to document incidents regarding prohibited conduct(s), including sexual assault. The statute of limitations for employment discrimination claims is five years for claims regarding prohibited conduct that occurs on or after June 30, 2019.