

## 12-1-2017 Email to All Oregon Department of Education Staff:

Dear Colleagues:

The Oregon Department of Education's highest priority is to maintain a workplace environment where every employee feels safe and protected, and to ensure that any actions that run counter to this standard are met with consequences.

ODE has an obligation to protect the privacy of personnel actions to the full extent of the law. As a public agency, we also have an obligation to release information in accordance with the law governing public records.

I wanted to reiterate this standard and obligations as the backdrop as I share with you -- in the spirit of transparency -- that a media outlet has made a request for records about the sexual harassment accusation of one employee toward another employee. We declined to release the records under the relevant public records law exemption. Using the process designated under the Public Records Law, the media outlet appealed the denial to the Oregon Attorney General's office. After additional consideration, a resolution was reached with the media outlet. ODE will release a redacted version of the subject records to the media outlet today. We have redacted the victim and witness names in these records.

On October 25, Governor Brown issued the following note on workplace discrimination and harassment to all executive agency employees, including ODE:

*Good morning colleagues,*

*As Governor, I realize that my team includes employees in the Governor's office and the 42,000 state employees working on behalf of Oregonians across the state. With that privilege comes great responsibility.*

*Recently, we have seen a tidal wave of people speaking out and standing up against harassment, discrimination and abuse. As examples of these issues stir up national dialogue, it is all too clear that no workplace or community is immune to them—sadly even in our state capitol. This behavior must be stopped, and I applaud the courage of those who brought these allegations to light.*

*We should acknowledge those who are experiencing harassment every day, and for fear of retaliation, losing their jobs, families, or even lives, are not empowered to take a public stand against it.*

*This is absolutely unacceptable. These issues must be directly addressed. Every person deserves to be respected and has the right to live, work, and simply walk down the street safely.*

*The state of Oregon has no tolerance for workplace discrimination and harassment of any kind. It is important to me that employees are aware of this policy ([50-010-01](#)) and also know how to take action if they experience harassment or witness the harassment of others.*

*If you experience or witness harassment, agency human resource offices are a great place to speak safely or file a complaint. If for some reason you don't feel comfortable reporting to your supervisor or your agency human resources office, please reach out to the DAS human resources office at: [chro.policy@oregon.gov](mailto:chro.policy@oregon.gov).*

*I believe that together we can create an environment where people feel comfortable standing up for themselves and for each other.*

*As always, thank you for your service!*

*Governor Brown*

ODE underscores the Governor's encouragement to employees to come forward if they have experienced or witnessed harassment; please contact ODE Employee Services Director Krista Campbell ([Krista.J.Campbell@ode.state.or.us](mailto:Krista.J.Campbell@ode.state.or.us) or 503-947-5885). If you have questions, please feel free to contact either Krista or me.

Sincerely,



*Oregon achieves . . . together!*

OREGON  
DEPARTMENT OF  
EDUCATION

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