

■ **CIVIL RIGHTS LAWS (*EMPLOYER-CONTROLLED HOUSING*)**

TERMS:

Access Rights — It is illegal for a farm operator or any other employer to restrict access to any worker-occupied housing owned, rented or controlled by the employer, either by the invited guests of a resident or by government officials, medical doctors, school personnel, or health care workers. The term "access" does not include the right to enter an individual worker's residence unless a member of the household consents to such entry, nor does it include the right of a visitor to use services provided by the employer for the exclusive use of the workers. Invited persons are not entitled to enter work areas.

Employer-Imposed Rules — An employer may adopt rules to regulate the use and occupancy of employee housing (including visiting hours), but only if the rules help protect the safety or welfare of residents or visitors, protect the employer's property from abuse, apply fairly to all workers on the premises, and explain clearly what must be done to comply. Any such rules must be posted in plain sight at least 3 days before taking effect.

Eviction or Discrimination — It is unlawful for an employer to evict or discriminate in any way against an employee, or a member of an employee's household, because the person has reported or complained about violations of these provisions, has communicated with anyone who has access rights to the housing facility, or has invited anyone to residential areas.

ENFORCEMENT: *Civil Rights Division, Oregon Bureau of Labor and Industries, Portland, Oregon 97232 (971-673-0764).* A worker living in employer-provided housing who has been denied visitation at the housing site, or any authorized visitor who has been denied access, may file a complaint with the Civil Rights Division within one year after the alleged violation.

If the Division fails to file formal charges or otherwise resolve a worker's complaint within one year after the complaint is filed, the worker may file suit against the employer involved at any time within 90 days thereafter, using a private attorney or a public legal services program.

The worker also has the option of taking private legal action against the violator without first filing an administrative complaint with the Division, but any such suit must commence no later than one year after the violation occurred.