

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 26-03-03-01

In the Matter of a Statement of Unity  
and Support for Those Reporting  
Discrimination and Harassment

**WHEREAS**, the Board of Commissioners is resolute in its dedication to fostering a safe and supportive workplace environment for all County staff members, volunteers, and community partners; and

**WHEREAS**, Lane County policy, documented in Lane County Administrative Procedures Manual, Ch. 3, Section VII, provides rights and remedies for reporting, investigating, and resolving behavior prohibited by County policy, including harassment, sexual assault, discrimination, mobbing, and whistleblowing retaliation complaints; and

**WHEREAS**, supervisors, managers, and Human Resources staff are required by law to respond to all complaints brought to their attention; and

**WHEREAS**, all Lane County employees are advised to timely document any incidents involving harassment, discrimination, mobbing or retaliation; and

**WHEREAS**, Lane County policy prohibits retaliation in any form against an individual who 1) files a complaint or who reports harassment, discrimination, mobbing, or whistleblowing; or 2) testifies, assists, or participates in any manner in an investigation; and

**WHEREAS**, a person who reports any such conduct has the right to be protected from retaliation; and

**WHEREAS**, retaliation by an employee will result in disciplinary action up to and including termination of employment; and

**WHEREAS**, the Lane County Board of Commissioners unequivocally supports protection of employees against retaliation, as well as all forms of discrimination, and emphasizes the need for all of us to stand together to show that all forms of discrimination have no place within our County government.

**NOW, THEREFORE**, the Board of County Commissioners of Lane County **ORDERS** as follows:

1. We strongly denounce any form of retaliation against those reporting discrimination and harassment.

2. We express our unwavering support of those who report incidents of discrimination, harassment, and/or retaliation pursuant to Lane County Administrative Procedures Manual, Ch. 3, Section VII.
3. We call upon all County elected officials and staff to adhere to County policy.
4. We continue the County's efforts to provide a safe and welcoming work environment for all County staff members, volunteers, and community partners.

**ADOPTED** this 3<sup>rd</sup> day of March, 2026.

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Ryan Ceniga, Chair  
Lane County Board of Commissioners