SUMMARY

Makes unlawful practice for place of public accommodation to refuse to accept United States coins or currency as payment for goods and services. Creates limited exceptions. Allows person to file complaint with Commissioner of Bureau of Labor and Industries and civil action alleging unlawful practice against operator or person acting on behalf of place of public accommodation.

Limits authority of school district to become member of voluntary organization that administers interscholastic activities unless organization implements policy that prohibits discrimination based on race, color or national origin.

Clarifies meaning of race to include natural hair, hair texture, hair type and protective hairstyles for purposes of prohibited discrimination under antidiscrimination statutes.

Clarifies that valid dress code or policy may not have disproportionate adverse impact on members of protected class to extent that is greater than impact on persons generally.

A BILL FOR AN ACT

Relating to discrimination; creating new provisions; amending ORS 332.075, 659.850, 659A.001, 659A.030 and 659A.885.

Be It Enacted by the People of the State of Oregon:

PROTECTION AGAINST PAYMENT DISCRIMINATION

SECTION 1. (1) Except as provided in subsection (2) of this section, it is an unlawful practice for a place of public accommodation, as defined in ORS 659A.400, offering goods or services, or any person acting on behalf of such place, to:

NOTE: Matter in boldfaced type in an amended section is new; matter [italic and bracketed] is existing law to be omitted. New sections are in boldfaced type.
(a) Refuse to accept from a customer or patron United States coins and currency, including federal reserve bank notes and circulating notes of federal reserve banks and national banks, as payment for goods and services.

(b) Make any distinction, discrimination or restriction because a customer or patron offers United States coins and currency, including federal reserve bank notes and circulating notes of federal reserve banks and national banks, as payment for goods and services.

(2) Notwithstanding subsection (1) of this section, a place of public accommodation, or any person acting on behalf of such place, may refuse to accept as payment for goods and services:

(a) United States coins, in any combination, that are greater than or equal to $100; or

(b) United States currency in denominations of $50 or $100.

(3) This section does not apply to:

(a) A place of public accommodation that is owned or maintained by a public body, as defined in ORS 174.109;

(b) Any service to the public that is provided by a public body, as defined in ORS 174.109;

(c) Farmers’ markets or roadside stands;

(d) Mobile food and beverage units licensed under ORS 624.010 to 624.121;

(e) A business engaged in commercial activities or services that occur in a restricted access area of a commercial service airport;

(f) Transactions for goods or services involving a place or service offering goods, services, lodgings or transportation, when the transaction requires a customer or patron to deposit moneys or sign a rental agreement;

(g) Any establishment that is owned by or operated under the control of the United States Government or an agency of the United States;
(h) Retail transactions that occur entirely over the telephone, mail or Internet; or

(i) The purchase of Class 1 flammable liquids at a filing station, service station, garage or other dispensary where Class 1 flammable liquids are dispensed.

(4) Nothing in this section may be construed to prohibit, restrict, or otherwise interfere with the ability of a place of public accommodation to accept, in addition to the forms of payment described under subsection (1) of this section, as payment for goods or services, any other form of payment provided that such payment is not prohibited under federal or state law.

(5) A person who alleges a violation of subsection (1) of this section may bring a civil action under ORS 659A.885 or may file a complaint with the Commissioner of the Bureau of Labor and Industries in the manner provided by ORS 659A.820.

(6) As used in this section, “restricted access area” has the meaning given that term in ORS 164.885.

PROTECTION AGAINST HAIR DISCRIMINATION

SECTION 2. ORS 332.075 is amended to read:

332.075. (1) Any district school board may:

(a) Fix the days of the year and the hours of the day when schools shall be in session.

(b) Adopt textbooks and other instructional materials as provided in ORS 337.120 and 337.141 and courses of study for the use of such schools as provided in ORS 336.035.

(c) Authorize the use of the schools for purposes of training students of an approved educator preparation provider, as defined in ORS 342.120, and for such purposes may enter into contracts with the approved educator preparation provider on such terms as may be agreed upon. Such contracts
as they relate to student teachers shall have the same effect and be subject
to the same regulations as a contract between a licensed teacher and a dis-

(d) Develop and operate with other school districts or community college
districts secondary career and technical education programs for pupils of
more than one district and fix by agreement the duration of the district’s
obligation to continue such activity, subject to the availability of funds
thereafter.

(e) Authorize the school district to be a member of and pay fees, if any,
to any voluntary organization that administers interscholastic activities or
that facilitates the scheduling and programming of interscholastic activities
only if the organization:

(A) Implements policies that:

(i) Address the use of derogatory or inappropriate names, insults, verbal
assaults, profanity or ridicule that occurs at an interscholastic activity, in-
cluding by spectators of the interscholastic activity; and

(ii) Prohibit discrimination based on race, color or national origin;

(B) Maintains a transparent complaint process that:

(i) Has a reporting system to allow participants of interscholastic activ-
ities or members of the public to make complaints about student, coach or
spectator behavior;

(ii) Responds to a complaint made under sub-subparagraph (i) of this
subparagraph within 48 hours of the complaint being received; and

(iii) Strives to resolve a complaint received under sub-subparagraph (i)
of this subparagraph within 30 days of the complaint being received;

(C) Develops and implements a system of sanctions against schools, stu-
dents, coaches and spectators if a complaint made under subparagraph (B)
of this paragraph is verified; and

(D) Performs an annual survey of students and their parents to under-
stand and respond to potential violations of policies adopted under subpara-
graph (A) of this paragraph or violations of ORS 659.850.
(f) Accept money or property donated for the use or benefit of the school district and, consistent with the laws of this state, use such money or property for the purpose for which it was donated.

(g) Enter into an approved written agreement with the governing body of a federally recognized Native American tribe in Oregon to allow the use of a mascot that represents, is associated with or is significant to the Native American tribe entering into the agreement. An agreement entered into under this paragraph must:

(A) Describe the acceptable uses of the mascot;

(B) Comply with rules adopted by the State Board of Education that:

(i) Are adopted after consultation with the federally recognized tribes in Oregon pursuant to ORS 182.164 (3); and

(ii) Prescribe the requirements for approval; and

(C) Be approved by the State Board of Education, which the board must provide if the agreement meets the requirements of this paragraph and the rules adopted under this paragraph.

(2) All contracts of the school district must be approved by the district school board before an order can be drawn for payment. If a contract is made without the authority of the district school board, the individual making such contract shall be personally liable.

(3) Notwithstanding subsection (2) of this section, a district school board may, by resolution or policy, authorize its superintendent or the superintendent’s designee to enter into and approve payment on contracts for products, materials, supplies, capital outlay, equipment and services that are within appropriations made by the district school board pursuant to ORS 294.456. A district school board may not authorize its superintendent or the superintendent’s designee under this subsection to enter into and approve payment on contracts that are collective bargaining agreements or service contracts that include the provision of labor performed by employees of the school district.

(4) As used in this section, “race” includes physical characteristics
that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined in ORS 659A.001.

SECTION 3. ORS 659.850 is amended to read:

659.850. (1) As used in this section[,]:

(a)(A) “Discrimination” means any act that unreasonably differentiates treatment, intended or unintended, or any act that is fair in form but discriminatory in operation, either of which is based on race, color, religion, sex, sexual orientation, national origin, marital status, age or disability.

(B) “Discrimination” does not include enforcement of an otherwise valid dress code or policy, as long as the code or policy:

(i) Provides, on a case-by-case basis, for reasonable accommodation of an individual based on the health and safety needs of the individual; and

(ii) Does not have a disproportionate adverse impact on members of a protected class to a greater extent than the policy impacts persons generally.

(b) “Race” includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined in ORS 659A.001.

(2) A person may not be subjected to discrimination in any public elementary, secondary or community college education program or service, school or interschool activity or in any higher education program or service, school or interschool activity where the program, service, school or activity is financed in whole or in part by moneys appropriated by the Legislative Assembly.

(3) The State Board of Education and the Higher Education Coordinating Commission shall establish rules necessary to ensure compliance with subsection (2) of this section in the manner required by ORS chapter 183.

SECTION 4. ORS 659A.001 is amended to read:

659A.001. As used in this chapter:

(1) “Bureau” means the Bureau of Labor and Industries.
“Commissioner” means the Commissioner of the Bureau of Labor and Industries.

“Employee” does not include any individual employed by the individual’s parents, spouse or child or in the domestic service of any person.

(4)(a) “Employer” means any person who in this state, directly or through an agent, engages or uses the personal service of one or more employees, reserving the right to control the means by which such service is or will be performed.

(b) For the purposes of employee protections described in ORS 659A.350, “employer” means any person who, in this state, is in an employment relationship with an intern as described in ORS 659A.350.

“Employment agency” includes any person undertaking to procure employees or opportunities to work.

(6)(a) “Familial status” means the relationship between one or more individuals who have not attained 18 years of age and who are domiciled with:

(A) A parent or another person having legal custody of the individual;

or

(B) The designee of the parent or other person having such custody, with the written permission of the parent or other person.

(b) “Familial status” includes any individual, regardless of age or domicile, who is pregnant or is in the process of securing legal custody of an individual who has not attained 18 years of age.

“Labor organization” includes any organization which is constituted for the purpose, in whole or in part, of collective bargaining or in dealing with employers concerning grievances, terms or conditions of employment or of other mutual aid or protection in connection with employees.

“National origin” includes ancestry.

“Person” includes:

(a) One or more individuals, partnerships, associations, labor organizations, limited liability companies, joint stock companies, corporations, legal representatives, trustees, trustees in bankruptcy or receivers.
(b) A public body as defined in ORS 30.260.
(c) For purposes of ORS 659A.145 and 659A.421 and the application of any federal housing law, a fiduciary, mutual company, trust or unincorporated organization.

(10) “Protective hairstyle” means a hairstyle, hair color or manner of wearing hair that includes, but is not limited to, braids, regardless of whether the braids are created with extensions or styled with adornments, locs and twists.

(11) “Race” includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles.

[(10) (12) “Respondent” means any person against whom a complaint or charge of an unlawful practice is filed with the commissioner or whose name has been added to such complaint or charge pursuant to ORS 659A.835.

[(11) (13) “Unlawful employment practice” means a practice specifically denominated as an unlawful employment practice in this chapter. “Unlawful employment practice” includes a practice that is specifically denominated in another statute of this state as an unlawful employment practice and that is specifically made subject to enforcement under this chapter.

[(12) (14) “Unlawful practice” means any unlawful employment practice or any other practice specifically denominated as an unlawful practice in this chapter. “Unlawful practice” includes a practice that is specifically denominated in another statute of this state as an unlawful practice and that is specifically made subject to enforcement under this chapter, or a practice that violates a rule adopted by the commissioner for the enforcement of the provisions of this chapter.

SECTION 5. ORS 659A.030 is amended to read:

659A.030. (1) It is an unlawful employment practice:

(a) For an employer, because of an individual’s race, color, religion, sex, sexual orientation, national origin, marital status or age if the individual is 18 years of age or older, or because of the race, color, religion, sex, sexual
orientation, national origin, marital status or age of any other person with
whom the individual associates, or because of an individual’s juvenile record
that has been expunged pursuant to ORS 419A.260 and 419A.262, to refuse to
hire or employ the individual or to bar or discharge the individual from
employment. However, discrimination is not an unlawful employment prac-
tice if the discrimination results from a bona fide occupational qualification
reasonably necessary to the normal operation of the employer’s business.

(b) For an employer, because of an individual’s race, color, religion, sex,
sexual orientation, national origin, marital status or age if the individual is
18 years of age or older, or because of the race, color, religion, sex, sexual
orientation, national origin, marital status or age of any other person with
whom the individual associates, or because of an individual’s juvenile record
that has been expunged pursuant to ORS 419A.260 and 419A.262, to discrim-
inate against the individual in compensation or in terms, conditions or
privileges of employment.

(c) For a labor organization, because of an individual’s race, color, reli-
gion, sex, sexual orientation, national origin, marital status or age if the
individual is 18 years of age or older, or because of an individual’s juvenile
record that has been expunged pursuant to ORS 419A.260 and 419A.262, to exclude or to expel from its membership the individual or to discriminate in
any way against the individual or any other person.

(d) For any employer or employment agency to print or circulate or cause
to be printed or circulated any statement, advertisement or publication, or
to use any form of application for employment or to make any inquiry in
connection with prospective employment that expresses directly or indirectly
any limitation, specification or discrimination as to an individual’s race,
color, religion, sex, sexual orientation, national origin, marital status or age
if the individual is 18 years of age or older, or on the basis of an expunged
juvenile record, or any intent to make any such limitation, specification or
discrimination, unless based upon a bona fide occupational qualification.

Identification of prospective employees according to race, color, religion, sex,
sexual orientation, national origin, marital status or age does not violate
this section unless the Commissioner of the Bureau of Labor and Industries,
after a hearing conducted pursuant to ORS 659A.805, determines that the
designation expresses an intent to limit, specify or discriminate on the basis
of race, color, religion, sex, sexual orientation, national origin, marital sta-
tus or age.

(e) For an employment agency, because of an individual’s race, color, re-
ligion, sex, sexual orientation, national origin, marital status or age if the
individual is 18 years of age or older, or because of the race, color, religion,
sex, sexual orientation, national origin, marital status or age of any other
person with whom the individual associates, or because of an individual’s
juvenile record that has been expunged pursuant to ORS 419A.260 and
419A.262, to classify or refer for employment, or to fail or refuse to refer for
employment, or otherwise to discriminate against the individual. However,
it is not an unlawful employment practice for an employment agency to
classify or refer for employment an individual when the classification or re-
ferral results from a bona fide occupational qualification reasonably neces-
sary to the normal operation of the employer’s business.

(f) For any person to discharge, expel or otherwise discriminate against
any other person because that other person has opposed any unlawful prac-
tice, or because that other person has filed a complaint, testified or assisted
in any proceeding under this chapter or has attempted to do so.

(g) For any person, whether an employer or an employee, to aid, abet,
incite, compel or coerce the doing of any of the acts forbidden under this
chapter or to attempt to do so.

(2) The provisions of this section apply to an apprentice under ORS
660.002 to 660.210, but the selection of an apprentice on the basis of the
ability to complete the required apprenticeship training before attaining the
age of 70 years is not an unlawful employment practice. The commissioner
shall administer this section with respect to apprentices under ORS 660.002
to 660.210 equally with regard to all employees and labor organizations.

[10]
(3) The compulsory retirement of employees required by law at any age
is not an unlawful employment practice if lawful under federal law.

(4)(a) It is not an unlawful employment practice for an employer or labor
organization to provide or make financial provision for child care services
of a custodial or other nature to its employees or members who are respon-
sible for a minor child.

(b) As used in this subsection, “responsible for a minor child” means
having custody or legal guardianship of a minor child or acting in loco
parentis to the child.

(5) This section does not prohibit an employer from enforcing an other-
wise valid dress code or policy, as long as the employer provides, on a
case-by-case basis, for reasonable accommodation of an individual based on
the health and safety needs of the individual and the dress code or policy
does not have a disproportionate adverse impact on members of a
protected class to a greater extent than the policy impacts persons
generally.

PENALTIES

SECTION 6. ORS 659A.885 is amended to read:

659A.885. (1) Any person claiming to be aggrieved by an unlawful practice
specified in subsection (2) of this section may file a civil action in circuit
court. In any action under this subsection, the court may order injunctive
relief and any other equitable relief that may be appropriate, including but
not limited to reinstatement or the hiring of employees with or without back
pay. A court may order back pay in an action under this subsection only for
the two-year period immediately preceding the filing of a complaint under
ORS 659A.820 with the Commissioner of the Bureau of Labor and Industries,
or if a complaint was not filed before the action was commenced, the two-
year period immediately preceding the filing of the action. In any action
under this subsection, the court may allow the prevailing party costs and
reasonable attorney fees at trial and on appeal. Except as provided in subsection (3) of this section:

(a) The judge shall determine the facts in an action under this subsection; and

(b) Upon any appeal of a judgment in an action under this subsection, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (3).

(2) An action may be brought under subsection (1) of this section alleging a violation of:


(b) ORS 653.470, except an action may not be brought for a claim relating to ORS 653.450.


(a) The court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $200, whichever is greater, and punitive damages;

(b) At the request of any party, the action shall be tried to a jury;

(c) Upon appeal of any judgment finding a violation, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (1); and
(d) Any attorney fee agreement shall be subject to approval by the court.

(4) Notwithstanding ORS 31.730, in an action under subsection (1) of this section alleging a violation of ORS 652.220, the court may award punitive damages if:

(a) It is proved by clear and convincing evidence that an employer has engaged in fraud, acted with malice or acted with willful and wanton misconduct; or

(b) An employer was previously adjudicated in a proceeding under this section or under ORS 659A.850 for a violation of ORS 652.220.

(5) In any action under subsection (1) of this section alleging a violation of ORS 653.060 or 659A.147, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $200, whichever is greater.

(6) In any action under subsection (1) of this section alleging a violation of ORS 171.120, 476.574 or 659A.218, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $250, whichever is greater.

(7) In any action under subsection (1) of this section alleging a violation of ORS 10.090 or 10.092, the court may award, in addition to the relief authorized under subsection (1) of this section, a civil penalty in the amount of $720.

(8) Any individual against whom any distinction, discrimination or restriction on account of race, color, religion, sex, sexual orientation, national origin, marital status or age, if the individual is 18 years of age or older, has been made by any place of public accommodation, as defined in ORS 659A.400, by any employee or person acting on behalf of the place or by any person aiding or abetting the place or person in violation of ORS 659A.406 may bring an action against the operator or manager of the place, the employee or person acting on behalf of the place or the aider or abettor of the place or person. Notwithstanding subsection (1) of this section, in an action under this subsection:
(a) The court may award, in addition to the relief authorized under subsection (1) of this section, compensatory and punitive damages;

(b) The operator or manager of the place of public accommodation, the employee or person acting on behalf of the place, and any aider or abettor shall be jointly and severally liable for all damages awarded in the action;

(c) At the request of any party, the action shall be tried to a jury;

(d) The court shall award reasonable attorney fees to a prevailing plaintiff;

(e) The court may award reasonable attorney fees and expert witness fees incurred by a defendant who prevails only if the court determines that the plaintiff had no objectively reasonable basis for asserting a claim or no reasonable basis for appealing an adverse decision of a trial court; and

(f) Upon any appeal of a judgment under this subsection, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (1).

(9) When the commissioner or the Attorney General has reasonable cause to believe that a person or group of persons is engaged in a pattern or practice of resistance to the rights protected by ORS 659A.145 or 659A.421 or federal housing law, or that a group of persons has been denied any of the rights protected by ORS 659A.145 or 659A.421 or federal housing law, the commissioner or the Attorney General may file a civil action on behalf of the aggrieved persons in the same manner as a person or group of persons may file a civil action under this section. In a civil action filed under this subsection, the court may assess against the respondent, in addition to the relief authorized under subsections (1) and (3) of this section, a civil penalty:

(a) In an amount not exceeding $50,000 for a first violation; and

(b) In an amount not exceeding $100,000 for any subsequent violation.

(10) In any action under subsection (1) of this section alleging a violation of ORS 659A.145 or 659A.421 or alleging discrimination under federal housing law, when the commissioner is pursuing the action on behalf of an aggrieved complainant, the court shall award reasonable attorney fees to the commis-
sioner if the commissioner prevails in the action. The court may award rea-
sonable attorney fees and expert witness fees incurred by a defendant that
prevails in the action if the court determines that the commissioner had no
objectively reasonable basis for asserting the claim or for appealing an ad-
verse decision of the trial court.

(11) In an action under subsection (1) or (9) of this section alleging a vi-
olation of ORS 659A.145 or 659A.421 or discrimination under federal housing
law:
   (a) “Aggrieved person” includes a person who believes that the person:
       (A) Has been injured by an unlawful practice or discriminatory housing
           practice; or
       (B) Will be injured by an unlawful practice or discriminatory housing
           practice that is about to occur.
   (b) An aggrieved person in regard to issues to be determined in an action
       may intervene as of right in the action. The Attorney General may intervene
       in the action if the Attorney General certifies that the case is of general
       public importance. The court may allow an intervenor prevailing party costs
       and reasonable attorney fees at trial and on appeal.

SECTION 7. ORS 659A.885, as amended by section 7, chapter 343, Oregon
Laws 2019, and section 7, chapter 463, Oregon Laws 2019, is amended to read:
659A.885. (1) Any person claiming to be aggrieved by an unlawful practice
specified in subsection (2) of this section may file a civil action in circuit
court. In any action under this subsection, the court may order injunctive
relief and any other equitable relief that may be appropriate, including but
not limited to reinstatement or the hiring of employees with or without back
pay. A court may order back pay in an action under this subsection only for
the two-year period immediately preceding the filing of a complaint under
ORS 659A.820 with the Commissioner of the Bureau of Labor and Industries,
or if a complaint was not filed before the action was commenced, the two-
year period immediately preceding the filing of the action. In any action
under this subsection, the court may allow the prevailing party costs and
reasonable attorney fees at trial and on appeal. Except as provided in sub-
section (3) of this section:

(a) The judge shall determine the facts in an action under this subsection;

and

(b) Upon any appeal of a judgment in an action under this subsection, the
appellate court shall review the judgment pursuant to the standard estab-
lished by ORS 19.415 (3).

(2) An action may be brought under subsection (1) of this section alleging
a violation of:

(a) ORS 10.090, 10.092, 25.337, 25.424, 171.120, 243.323, 408.230, 408.237 (2),
475B.281, 476.574, 652.020, 652.220, 652.355, 653.060, 653.263, 653.265, 653.547,
653.549, 653.601 to 653.661, 659.852, 659A.030, 659A.040, 659A.043, 659A.046,
659A.063, 659A.069, 659A.082, 659A.088, 659A.103 to 659A.145, 659A.147,
659A.150 to 659A.186, 659A.194, 659A.199, 659A.203, 659A.218, 659A.228,
659A.230, 659A.233, 659A.236, 659A.250 to 659A.262, 659A.277, 659A.290,
or 659A.421 or section 1 of this 2020 Act; or

(b) ORS 653.470, except an action may not be brought for a claim relating
to ORS 653.450.

(3) In any action under subsection (1) of this section alleging a violation
659A.030, 659A.040, 659A.043, 659A.046, 659A.069, 659A.082, 659A.103 to
659A.145, 659A.199, 659A.203, 659A.228, 659A.230, 659A.250 to 659A.262,
659A.290, 659A.318, 659A.355, 659A.370 or 659A.421:

(a) The court may award, in addition to the relief authorized under sub-
section (1) of this section, compensatory damages or $200, whichever is
greater, and punitive damages;

(b) At the request of any party, the action shall be tried to a jury;

(c) Upon appeal of any judgment finding a violation, the appellate court
shall review the judgment pursuant to the standard established by ORS
19.415 (1); and  

[16]
(d) Any attorney fee agreement shall be subject to approval by the court.

(4) Notwithstanding ORS 31.730, in an action under subsection (1) of this section alleging a violation of ORS 652.220, the court may award punitive damages if:

(a) It is proved by clear and convincing evidence that an employer has engaged in fraud, acted with malice or acted with willful and wanton misconduct; or

(b) An employer was previously adjudicated in a proceeding under this section or under ORS 659A.850 for a violation of ORS 652.220.

(5) In any action under subsection (1) of this section alleging a violation of ORS 653.060 or 659A.147, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $200, whichever is greater.

(6) In any action under subsection (1) of this section alleging a violation of ORS 171.120, 476.574 or 659A.218, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $250, whichever is greater.

(7) In any action under subsection (1) of this section alleging a violation of ORS 10.090 or 10.092, the court may award, in addition to the relief authorized under subsection (1) of this section, a civil penalty in the amount of $720.

(8) Any individual against whom any distinction, discrimination or restriction on account of race, color, religion, sex, sexual orientation, national origin, marital status or age, if the individual is 18 years of age or older, has been made by any place of public accommodation, as defined in ORS 659A.400, by any employee or person acting on behalf of the place or by any person aiding or abetting the place or person in violation of ORS 659A.406 may bring an action against the operator or manager of the place, the employee or person acting on behalf of the place or the aider or abettor of the place or person. Notwithstanding subsection (1) of this section, in an action under this subsection:
(a) The court may award, in addition to the relief authorized under subsection (1) of this section, compensatory and punitive damages;
(b) The operator or manager of the place of public accommodation, the employee or person acting on behalf of the place, and any aider or abettor shall be jointly and severally liable for all damages awarded in the action;
(c) At the request of any party, the action shall be tried to a jury;
(d) The court shall award reasonable attorney fees to a prevailing plaintiff;
(e) The court may award reasonable attorney fees and expert witness fees incurred by a defendant who prevails only if the court determines that the plaintiff had no objectively reasonable basis for asserting a claim or no reasonable basis for appealing an adverse decision of a trial court; and
(f) Upon any appeal of a judgment under this subsection, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (1).

(9) When the commissioner or the Attorney General has reasonable cause to believe that a person or group of persons is engaged in a pattern or practice of resistance to the rights protected by ORS 659A.145 or 659A.421 or federal housing law, or that a group of persons has been denied any of the rights protected by ORS 659A.145 or 659A.421 or federal housing law, the commissioner or the Attorney General may file a civil action on behalf of the aggrieved persons in the same manner as a person or group of persons may file a civil action under this section. In a civil action filed under this subsection, the court may assess against the respondent, in addition to the relief authorized under subsections (1) and (3) of this section, a civil penalty:
(a) In an amount not exceeding $50,000 for a first violation; and
(b) In an amount not exceeding $100,000 for any subsequent violation.

(10) In any action under subsection (1) of this section alleging a violation of ORS 659A.145 or 659A.421 or alleging discrimination under federal housing law, when the commissioner is pursuing the action on behalf of an aggrieved complainant, the court shall award reasonable attorney fees to the commis-
sioner if the commissioner prevails in the action. The court may award rea-
sonable attorney fees and expert witness fees incurred by a defendant that
prevails in the action if the court determines that the commissioner had no
objectively reasonable basis for asserting the claim or for appealing an ad-
verse decision of the trial court.

(11) In an action under subsection (1) or (9) of this section alleging a vi-
olation of ORS 659A.145 or 659A.421 or discrimination under federal housing
law:
(a) “Aggrieved person” includes a person who believes that the person:
(A) Has been injured by an unlawful practice or discriminatory housing
practice; or
(B) Will be injured by an unlawful practice or discriminatory housing
practice that is about to occur.
(b) An aggrieved person in regard to issues to be determined in an action
may intervene as of right in the action. The Attorney General may intervene
in the action if the Attorney General certifies that the case is of general
public importance. The court may allow an intervenor prevailing party costs
and reasonable attorney fees at trial and on appeal.

SECTION 8. ORS 659A.885, as amended by section 7, chapter 343, Oregon
Laws 2019, section 7, chapter 463, Oregon Laws 2019, and section 12, chapter
701, Oregon Laws 2019, is amended to read:
659A.885. (1) Any person claiming to be aggrieved by an unlawful practice
specified in subsection (2) of this section may file a civil action in circuit
court. In any action under this subsection, the court may order injunctive
relief and any other equitable relief that may be appropriate, including but
not limited to reinstatement or the hiring of employees with or without back
pay. A court may order back pay in an action under this subsection only for
the two-year period immediately preceding the filing of a complaint under
ORS 659A.820 with the Commissioner of the Bureau of Labor and Industries,
or if a complaint was not filed before the action was commenced, the two-
year period immediately preceding the filing of the action. In any action

[19]
under this subsection, the court may allow the prevailing party costs and
reasonable attorney fees at trial and on appeal. Except as provided in sub-
section (3) of this section:
(a) The judge shall determine the facts in an action under this subsection;
and
(b) Upon any appeal of a judgment in an action under this subsection, the
appellate court shall review the judgment pursuant to the standard estab-
lished by ORS 19.415 (3).
(2) An action may be brought under subsection (1) of this section alleging
a violation of:
(a) ORS 10.090, 10.092, 25.337, 25.424, 171.120, 243.323, 408.230, 408.237 (2),
475B.281, 476.574, 652.020, 652.220, 652.355, 653.060, 653.263, 653.265, 653.547,
653.549, 653.601 to 653.661, 659.852, 659A.030, 659A.040, 659A.043, 659A.046,
659A.063, 659A.069, 659A.082, 659A.088, 659A.103 to 659A.145, 659A.147,
659A.150 to 659A.186, 659A.194, 659A.199, 659A.203, 659A.218, 659A.228,
659A.230, 659A.233, 659A.236, 659A.250 to 659A.262, 659A.277, 659A.290,
659A.300, 659A.306, 659A.309, 659A.315, 659A.318, 659A.320, 659A.343,
659A.355, 659A.370 or 659A.421 or section 1 of this 2020 Act; or
(b) ORS 653.470, except an action may not be brought for a claim relating
to ORS 653.450.
(3) In any action under subsection (1) of this section alleging a violation
659A.030, 659A.040, 659A.043, 659A.046, 659A.069, 659A.082, 659A.103 to
659A.145, 659A.199, 659A.203, 659A.228, 659A.230, 659A.250 to 659A.262,
659A.290, 659A.318, 659A.343, 659A.355, 659A.370 or 659A.421:
(a) The court may award, in addition to the relief authorized under sub-
section (1) of this section, compensatory damages or $200, whichever is
greater, and punitive damages;
(b) At the request of any party, the action shall be tried to a jury;
(c) Upon appeal of any judgment finding a violation, the appellate court
shall review the judgment pursuant to the standard established by ORS

[20]
19.415 (1); and

(d) Any attorney fee agreement shall be subject to approval by the court.

(4) Notwithstanding ORS 31.730, in an action under subsection (1) of this section alleging a violation of ORS 652.220, the court may award punitive damages if:

(a) It is proved by clear and convincing evidence that an employer has engaged in fraud, acted with malice or acted with willful and wanton misconduct; or

(b) An employer was previously adjudicated in a proceeding under this section or under ORS 659A.850 for a violation of ORS 652.220.

(5) In any action under subsection (1) of this section alleging a violation of ORS 653.060 or 659A.147, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $200, whichever is greater.

(6) In any action under subsection (1) of this section alleging a violation of ORS 171.120, 476.574 or 659A.218, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $250, whichever is greater.

(7) In any action under subsection (1) of this section alleging a violation of ORS 10.090 or 10.092, the court may award, in addition to the relief authorized under subsection (1) of this section, a civil penalty in the amount of $720.

(8) Any individual against whom any distinction, discrimination or restriction on account of race, color, religion, sex, sexual orientation, national origin, marital status or age, if the individual is 18 years of age or older, has been made by any place of public accommodation, as defined in ORS 659A.400, by any employee or person acting on behalf of the place or by any person aiding or abetting the place or person in violation of ORS 659A.406 may bring an action against the operator or manager of the place, the employee or person acting on behalf of the place or the aider or abettor of the place or person. Notwithstanding subsection (1) of this section, in an action
under this subsection:

(a) The court may award, in addition to the relief authorized under subsection (1) of this section, compensatory and punitive damages;

(b) The operator or manager of the place of public accommodation, the employee or person acting on behalf of the place, and any aider or abettor shall be jointly and severally liable for all damages awarded in the action;

(c) At the request of any party, the action shall be tried to a jury;

(d) The court shall award reasonable attorney fees to a prevailing plaintiff;

(e) The court may award reasonable attorney fees and expert witness fees incurred by a defendant who prevails only if the court determines that the plaintiff had no objectively reasonable basis for asserting a claim or no reasonable basis for appealing an adverse decision of a trial court; and

(f) Upon any appeal of a judgment under this subsection, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (1).

(9) When the commissioner or the Attorney General has reasonable cause to believe that a person or group of persons is engaged in a pattern or practice of resistance to the rights protected by ORS 659A.145 or 659A.421 or federal housing law, or that a group of persons has been denied any of the rights protected by ORS 659A.145 or 659A.421 or federal housing law, the commissioner or the Attorney General may file a civil action on behalf of the aggrieved persons in the same manner as a person or group of persons may file a civil action under this section. In a civil action filed under this subsection, the court may assess against the respondent, in addition to the relief authorized under subsections (1) and (3) of this section, a civil penalty:

(a) In an amount not exceeding $50,000 for a first violation; and

(b) In an amount not exceeding $100,000 for any subsequent violation.

(10) In any action under subsection (1) of this section alleging a violation of ORS 659A.145 or 659A.421 or alleging discrimination under federal housing law, when the commissioner is pursuing the action on behalf of an aggrieved
complainant, the court shall award reasonable attorney fees to the commis-
sioner if the commissioner prevails in the action. The court may award rea-
sonable attorney fees and expert witness fees incurred by a defendant that
prevails in the action if the court determines that the commissioner had no
objectively reasonable basis for asserting the claim or for appealing an ad-
verse decision of the trial court.

(11) In an action under subsection (1) or (9) of this section alleging a vi-
olation of ORS 659A.145 or 659A.421 or discrimination under federal housing
law:

(a) “Aggrieved person” includes a person who believes that the person:

(A) Has been injured by an unlawful practice or discriminatory housing
practice; or

(B) Will be injured by an unlawful practice or discriminatory housing
practice that is about to occur.

(b) An aggrieved person in regard to issues to be determined in an action
may intervene as of right in the action. The Attorney General may intervene
in the action if the Attorney General certifies that the case is of general
public importance. The court may allow an intervenor prevailing party costs
and reasonable attorney fees at trial and on appeal.

SECTION 9. ORS 659A.885, as amended by section 10, chapter 197,
Oregon Laws 2017, section 6, chapter 139, Oregon Laws 2019, section 8,
chapter 343, Oregon Laws 2019, section 8, chapter 463, Oregon Laws 2019, and
section 13, chapter 701, Oregon Laws 2019, is amended to read:

659A.885. (1) Any person claiming to be aggrieved by an unlawful practice
specified in subsection (2) of this section may file a civil action in circuit
court. In any action under this subsection, the court may order injunctive
relief and any other equitable relief that may be appropriate, including but
not limited to reinstatement or the hiring of employees with or without back
pay. A court may order back pay in an action under this subsection only for
the two-year period immediately preceding the filing of a complaint under
ORS 659A.820 with the Commissioner of the Bureau of Labor and Industries,
or if a complaint was not filed before the action was commenced, the two-year period immediately preceding the filing of the action. In any action under this subsection, the court may allow the prevailing party costs and reasonable attorney fees at trial and on appeal. Except as provided in subsection (3) of this section:

(a) The judge shall determine the facts in an action under this subsection; and

(b) Upon any appeal of a judgment in an action under this subsection, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (3).

(2) An action may be brought under subsection (1) of this section alleging a violation of:


(b) ORS 653.470, except an action may not be brought for a claim relating to ORS 653.450.


(a) The court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $200, whichever is greater, and punitive damages;

(b) At the request of any party, the action shall be tried to a jury;
(c) Upon appeal of any judgment finding a violation, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (1); and

(d) Any attorney fee agreement shall be subject to approval by the court.

(4) Notwithstanding ORS 31.730, in an action under subsection (1) of this section alleging a violation of ORS 652.220, the court may award punitive damages if:

(a) It is proved by clear and convincing evidence that an employer has engaged in fraud, acted with malice or acted with willful and wanton misconduct; or

(b) An employer was previously adjudicated in a proceeding under this section or under ORS 659A.850 for a violation of ORS 652.220.

(5) In any action under subsection (1) of this section alleging a violation of ORS 653.060 or 659A.147, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $200, whichever is greater.

(6) In any action under subsection (1) of this section alleging a violation of ORS 171.120, 476.574 or 659A.218, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $250, whichever is greater.

(7) In any action under subsection (1) of this section alleging a violation of ORS 10.090 or 10.092, the court may award, in addition to the relief authorized under subsection (1) of this section, a civil penalty in the amount of $720.

(8) Any individual against whom any distinction, discrimination or restriction on account of race, color, religion, sex, sexual orientation, national origin, marital status or age, if the individual is 18 years of age or older, has been made by any place of public accommodation, as defined in ORS 659A.400, by any employee or person acting on behalf of the place or by any person aiding or abetting the place or person in violation of ORS 659A.406 may bring an action against the operator or manager of the place, the em-
ployee or person acting on behalf of the place or the aider or abettor of the place or person. Notwithstanding subsection (1) of this section, in an action under this subsection:

(a) The court may award, in addition to the relief authorized under subsection (1) of this section, compensatory and punitive damages;

(b) The operator or manager of the place of public accommodation, the employee or person acting on behalf of the place, and any aider or abettor shall be jointly and severally liable for all damages awarded in the action;

(c) At the request of any party, the action shall be tried to a jury;

(d) The court shall award reasonable attorney fees to a prevailing plaintiff;

(e) The court may award reasonable attorney fees and expert witness fees incurred by a defendant who prevails only if the court determines that the plaintiff had no objectively reasonable basis for asserting a claim or no reasonable basis for appealing an adverse decision of a trial court; and

(f) Upon any appeal of a judgment under this subsection, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (1).

(9) When the commissioner or the Attorney General has reasonable cause to believe that a person or group of persons is engaged in a pattern or practice of resistance to the rights protected by ORS 659A.145 or 659A.421 or federal housing law, or that a group of persons has been denied any of the rights protected by ORS 659A.145 or 659A.421 or federal housing law, the commissioner or the Attorney General may file a civil action on behalf of the aggrieved persons in the same manner as a person or group of persons may file a civil action under this section. In a civil action filed under this subsection, the court may assess against the respondent, in addition to the relief authorized under subsections (1) and (3) of this section, a civil penalty:

(a) In an amount not exceeding $50,000 for a first violation; and

(b) In an amount not exceeding $100,000 for any subsequent violation.

(10) In any action under subsection (1) of this section alleging a violation
of ORS 659A.145 or 659A.421 or alleging discrimination under federal housing
law, when the commissioner is pursuing the action on behalf of an aggrieved
complainant, the court shall award reasonable attorney fees to the commis-
ioneer if the commissioner prevails in the action. The court may award rea-
sonable attorney fees and expert witness fees incurred by a defendant that
prevails in the action if the court determines that the commissioner had no
objectively reasonable basis for asserting the claim or for appealing an ad-
verse decision of the trial court.

(11) In an action under subsection (1) or (9) of this section alleging a vi-
olation of ORS 659A.145 or 659A.421 or discrimination under federal housing
law:

(a) “Aggrieved person” includes a person who believes that the person:

(A) Has been injured by an unlawful practice or discriminatory housing
practice; or

(B) Will be injured by an unlawful practice or discriminatory housing
practice that is about to occur.

(b) An aggrieved person in regard to issues to be determined in an action
may intervene as of right in the action. The Attorney General may intervene
in the action if the Attorney General certifies that the case is of general
public importance. The court may allow an intervenor prevailing party costs
and reasonable attorney fees at trial and on appeal.

SECTION 10. ORS 659A.885, as amended by section 10, chapter 197,
Oregon Laws 2017, section 6, chapter 139, Oregon Laws 2019, section 8,
chapter 343, Oregon Laws 2019, section 8, chapter 463, Oregon Laws 2019,
section 58, chapter 700, Oregon Laws 2019, and section 13, chapter 701,
Oregon Laws 2019, is amended to read:

659A.885. (1) Any person claiming to be aggrieved by an unlawful practice
specified in subsection (2) of this section may file a civil action in circuit
court. In any action under this subsection, the court may order injunctive
relief and any other equitable relief that may be appropriate, including but
not limited to reinstatement or the hiring of employees with or without back
pay. A court may order back pay in an action under this subsection only for
the two-year period immediately preceding the filing of a complaint under
ORS 659A.820 with the Commissioner of the Bureau of Labor and Industries,
or if a complaint was not filed before the action was commenced, the two-
year period immediately preceding the filing of the action. In any action
under this subsection, the court may allow the prevailing party costs and
reasonable attorney fees at trial and on appeal. Except as provided in sub-
section (3) of this section:
(a) The judge shall determine the facts in an action under this subsection;
and
(b) Upon any appeal of a judgment in an action under this subsection, the
appellate court shall review the judgment pursuant to the standard estab-
lished by ORS 19.415 (3).
(2) An action may be brought under subsection (1) of this section alleging
a violation of:
(a) ORS 10.090, 10.092, 25.337, 25.424, 171.120, 243.323, 408.230, 408.237 (2),
475B.281, 476.574, 652.020, 652.220, 652.355, 653.060, 653.263, 653.265, 653.547,
653.549, 653.601 to 653.661, 657B.060 and 657B.070, 659.852, 659A.030, 659A.040,
659A.043, 659A.046, 659A.063, 659A.069, 659A.082, 659A.088, 659A.103 to
659A.145, 659A.147, 659A.150 to 659A.186, 659A.194, 659A.199, 659A.203,
659A.218, 659A.228, 659A.230, 659A.233, 659A.236, 659A.250 to 659A.262,
659A.320, 659A.343, 659A.355, 659A.357, 659A.370 or 659A.421 or section 1 of
this 2020 Act; or
(b) ORS 653.470, except an action may not be brought for a claim relating
to ORS 653.450.
(3) In any action under subsection (1) of this section alleging a violation
of ORS 25.337, 25.424, 243.323, 652.220, 652.355, 653.547, 653.549, 657B.060 and
657B.070, 659.852, 659A.030, 659A.040, 659A.043, 659A.046, 659A.069, 659A.082,
659A.103 to 659A.145, 659A.199, 659A.203, 659A.228, 659A.230, 659A.250 to
659A.262, 659A.290, 659A.318, 659A.343, 659A.355, 659A.357, 659A.370 or
659A.421:
(a) The court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $200, whichever is greater, and punitive damages;
(b) At the request of any party, the action shall be tried to a jury;
(c) Upon appeal of any judgment finding a violation, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (1); and
d) Any attorney fee agreement shall be subject to approval by the court.
(4) Notwithstanding ORS 31.730, in an action under subsection (1) of this section alleging a violation of ORS 652.220, the court may award punitive damages if:
(a) It is proved by clear and convincing evidence that an employer has engaged in fraud, acted with malice or acted with willful and wanton misconduct; or
(b) An employer was previously adjudicated in a proceeding under this section or under ORS 659A.850 for a violation of ORS 652.220.
(5) In any action under subsection (1) of this section alleging a violation of ORS 653.060 or 659A.147, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $200, whichever is greater.
(6) In any action under subsection (1) of this section alleging a violation of ORS 171.120, 476.574 or 659A.218, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or $250, whichever is greater.
(7) In any action under subsection (1) of this section alleging a violation of ORS 10.090 or 10.092, the court may award, in addition to the relief authorized under subsection (1) of this section, a civil penalty in the amount of $720.
(8) Any individual against whom any distinction, discrimination or restriction on account of race, color, religion, sex, sexual orientation, national
origin, marital status or age, if the individual is 18 years of age or older, has been made by any place of public accommodation, as defined in ORS 659A.400, by any employee or person acting on behalf of the place or by any person aiding or abetting the place or person in violation of ORS 659A.406 may bring an action against the operator or manager of the place, the employee or person acting on behalf of the place or the aider or abettor of the place or person. Notwithstanding subsection (1) of this section, in an action under this subsection:

(a) The court may award, in addition to the relief authorized under subsection (1) of this section, compensatory and punitive damages;

(b) The operator or manager of the place of public accommodation, the employee or person acting on behalf of the place, and any aider or abettor shall be jointly and severally liable for all damages awarded in the action;

(c) At the request of any party, the action shall be tried to a jury;

(d) The court shall award reasonable attorney fees to a prevailing plaintiff;

(e) The court may award reasonable attorney fees and expert witness fees incurred by a defendant who prevails only if the court determines that the plaintiff had no objectively reasonable basis for asserting a claim or no reasonable basis for appealing an adverse decision of a trial court; and

(f) Upon any appeal of a judgment under this subsection, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (1).

(9) When the commissioner or the Attorney General has reasonable cause to believe that a person or group of persons is engaged in a pattern or practice of resistance to the rights protected by ORS 659A.145 or 659A.421 or federal housing law, or that a group of persons has been denied any of the rights protected by ORS 659A.145 or 659A.421 or federal housing law, the commissioner or the Attorney General may file a civil action on behalf of the aggrieved persons in the same manner as a person or group of persons may file a civil action under this section. In a civil action filed under this
subsection, the court may assess against the respondent, in addition to the
relief authorized under subsections (1) and (3) of this section, a civil penalty:
(a) In an amount not exceeding $50,000 for a first violation; and
(b) In an amount not exceeding $100,000 for any subsequent violation.
(10) In any action under subsection (1) of this section alleging a violation
of ORS 659A.145 or 659A.421 or alleging discrimination under federal housing
law, when the commissioner is pursuing the action on behalf of an aggrieved
complainant, the court shall award reasonable attorney fees to the commis-
ioner if the commissioner prevails in the action. The court may award rea-
sonable attorney fees and expert witness fees incurred by a defendant that
prevails in the action if the court determines that the commissioner had no
objectively reasonable basis for asserting the claim or for appealing an ad-
verse decision of the trial court.
(11) In an action under subsection (1) or (9) of this section alleging a vi-
olation of ORS 659A.145 or 659A.421 or discrimination under federal housing
law:
(a) “Aggrieved person” includes a person who believes that the person:
(A) Has been injured by an unlawful practice or discriminatory housing
practice; or
(B) Will be injured by an unlawful practice or discriminatory housing
practice that is about to occur.
(b) An aggrieved person in regard to issues to be determined in an action
may intervene as of right in the action. The Attorney General may intervene
in the action if the Attorney General certifies that the case is of general
public importance. The court may allow an intervenor prevailing party costs
and reasonable attorney fees at trial and on appeal.
SECTION 11. The unit captions used in this 2020 Act are provided
only for the convenience of the reader and do not become part of the
statutory law of this state or express any legislative intent in the
enactment of this 2020 Act.