



Workplace Fairness Act

Effective Date: 10/1/2020

Policy

In addition to the conduct prohibited by PGE in our Code of Business Ethics and Conduct, we are issuing this policy to address additional protections provided by the Workplace Fairness Act which goes into effect on October 1, 2020. This policy prohibits discrimination and harassment, including sexual assault, based on a protected characteristic, in the workplace. This includes any conduct that a reasonable person in the individual's circumstances would consider unwelcome, intimidating, hostile, threatening, humiliating, violent, abusive, or offensive. It also prohibits taking employment actions, including making hiring, promotion, termination, and compensation decisions based on a protected characteristic.

For purposes of this policy, the "workplace" includes when employees are on company premises, participating in a company-sponsored off-site event, traveling on behalf of the company, or conducting company business, regardless of location.

PGE prohibits retaliation in any form against an employee or third party for reporting discrimination or harassment, or for participating in an investigation related to such reports.

Definitions

Nondisclosure Agreement: Any agreement by which one or more parties agree not to discuss or disclose information regarding any complaint of work-related harassment, discrimination, or sexual assault.

Nondisparagement Agreement: Any agreement by which one or more parties agree not to discredit or make negative or disparaging written or oral statements about any other party or the company.

No-Rehire Provision: An agreement that prohibits an employee from seeking reemployment with the company and allows a company to not rehire that individual in the future.

Protected Characteristics: Race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, age, expunged juvenile record, performance of duty in a uniformed service or physical or mental disability, or any other characteristic protected by local law, regulation, or ordinance.

Sexual Assault: Unwanted conduct of a sexual nature that is inflicted upon a person or compelled through the use of physical force, manipulation, threat, or intimidation.

Sexual Harassment: A form of workplace harassment that includes, but is not limited to, the following types of conduct:

- Unwelcome sexual advances, requests for sexual favors, or other conduct of a sexual nature when such conduct is directed toward an individual because of that individual's sex and submission to such conduct is made either explicitly or implicitly a term or condition of



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employment; or submission to or rejection of such conduct is used as the basis for employment decisions affecting that individual.

- Unwelcome verbal or physical conduct that is sufficiently severe or pervasive to have the purpose or effect of unreasonably interfering with work performance or creating a hostile, intimidating or offensive working environment.

Practice

1. Prohibited Conduct

This policy prohibits conduct based on an individual's protected-class status. Examples of conduct prohibited by this policy include, but are not limited to, the following:

- Physical harassment, including but not limited to unwelcome physical contact such as touching, impeding or blocking movement, or any physical interference with work;
- Verbal harassment, including but not limited to disparaging or disrespectful comments, jokes, slurs, innuendoes, teasing, and other sexual talk such as jokes, personal inquiries, persistent unwanted courting and derogatory insults;
- Non-verbal harassment, including but not limited to suggestive or insulting sounds, obscene gestures, leering or whistling;
- Visual harassment, including but not limited to displays of explicit or offensive calendars, circulation of derogatory content, posters, pictures, drawings or cartoons that reflect disparagingly upon a class of persons or a particular person; or
- Sexual harassment, including but not limited to unwelcome sexual advances, requests for favors in exchange for conduct of a sexual nature, submission to unwelcome conduct of a sexual nature in exchange for a term of employment, or other conduct of a sexual nature.

2. Penalties

PGE will not tolerate discrimination, harassment, or sexual assault. Employees who engage in such conduct may be subject to discipline, up to and including termination. Managers and supervisors who fail to share any complaint of the prohibited conduct with one of the parties designated to receive those complaints may also be subject to discipline, up to and including termination.

In addition, PGE prohibits retaliation in any form against an employee or third party for reporting discrimination or harassment, or for participating in an investigation related to such reports. An employee who retaliates against anyone involved in an investigation will be subject to discipline, up to and including termination.

3. Reporting Procedure

Any employee aware of or experiencing discrimination, harassment, or sexual assault in the workplace should report that information immediately. Employees may contact any of the following to make their report:



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- Human Resources business partner
- [Employee & Labor Relations Consultant](#)
- EthicsPoint Hotline (allows confidential reporting)
 - 866-384-4277 or [EthicsPoint.com](#)
- Ethics & Compliance
 - 503-464-7091 or ethics.compliance@pgn.com
- Corporate compliance officer, 503-464-8860

All employees should document any incidents involving discrimination, harassment, or sexual assault as soon as possible.

4. Investigations

PGE takes reports of misconduct seriously and has designated individuals who will promptly look into all such reports. See PGE's [Internal Investigations Policy](#) for more information.

5. Nondisclosure or Nondisparagement Agreements

PGE will not require an employee to enter into any agreement that prevents, or is intended to prevent, the employee from disclosing or discussing conduct constituting discrimination, harassment, or sexual assault. However, an employee who claims that they experienced discrimination, harassment, or sexual assault may voluntarily request to enter into a settlement, separation, or severance agreement which contains a nondisclosure, nondisparagement, or no-rehire provision, but the employee will have seven days to revoke any such agreement.

6. Time Limitations

Nothing in this policy prevents an employee from filing a formal grievance in accordance with a collective bargaining agreement, the Bureau of Labor and Industries' Civil Rights Division or the Equal Employment Opportunity Commission.

Oregon state law requires that any legal action taken on alleged conduct prohibited by ORS 659A.030, 659A.082 or 659A.112 commence **no later than five years** after the occurrence of the violation. Other applicable laws may have a shorter time limitation on filing.



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Responsibilities

Managers:

- Understand and comply with this policy, and all related policies, procedures, and guidelines.
- Immediately share any complaint related to the conduct prohibited by this policy with one of the parties designated to receive those complaints.

Employees:

- Understand and comply with this policy, and all related policies, procedures, and guidelines.

Sponsoring Organization: Employee & Labor Relations

Additional Resources:

[Code of Business Ethics and Conduct](#)
[Internal Investigations Policy](#)