



Board Policy Equity Lens Tool

Title of board policy being reviewed:

GCBDC/GDBDC-Domestic Violence, Harassment, Sexual Assault, or Stalking Leave

Describe the purpose of this policy:

The purpose of this policy is to provide eligible employees with protected leave to address issues related to domestic violence, harassment, sexual assault, bias, or stalking. It ensures that employees can seek legal protection, medical care, counseling, victim services, or take necessary steps to secure their safety without fear of retaliation or discrimination from their employer.

What is your experience with this policy:

When MESD receives formal requests for protected leave under ORS 659A.270–290, they are typically handled through HR with a focus on confidentiality and supporting the employee's safety. Most situations involve employees needing time for legal appointments, counseling, or safety-related matters. The process is manageable but can require careful coordination around documentation and privacy. Overall, the policy is used infrequently, but when it *is* used, it plays an important role in supporting employee wellbeing.



What is the plan to communicate this policy to staff, students, and/or families?

What is the plan to communicate this policy to linguistically diverse students and their families? Is this policy:

Easy to locate for staff?

This policy and a summary of this policy will be available on the MESD web page. The summary of this policy is also available on the MESD website in Spanish, Chinese, Russian, Somali, and Vietnamese and, upon request, the summary and/or policy may be translated into other languages.

Accessible to students and families?

This policy and a summary of this policy will be available on the MESD web page. The summary of this policy is also available on the MESD website in Spanish, Chinese, Russian, Somali, and Vietnamese and, upon request, the summary and/or policy may be translated into other languages.

Included in onboarding, intake, or other training?

Yes, this policy is included in student and staff onboarding materials, student handbooks, intake packets, and annual training to ensure all parties understand student rights, responsibilities, and conduct expectations.

Clear and easy to understand?



The policy communicates the required information. Several issues affect clarity, including long and complex sentences, and some sections that repeat or mix topics. With editing for flow, formatting, and plain language, it could be much more readable while still staying legally accurate.

People

How are people affected positively or negatively by the policy? What potential barriers might people encounter? What barriers might be reduced by this policy?

Positive Effects:

- Protects job security for employees facing domestic violence, harassment, sexual assault, bias, or stalking.
- Ensures access to legal, medical, and counseling services.
- Maintains confidentiality and prevents retaliation.

Negative Effects:

- Leave may be limited if it causes undue hardship to the employer.
- Certification requirements could be difficult to fulfill.
- No guarantee of additional paid leave.

Barriers Reduced:

- Protects against job loss and discrimination.
- Allows use of accrued paid leave.
- Ensures privacy and access to support services.

Can you identify the racial or ethnic groups affected by this policy, program, practice, or decision? Do you know the potential impacts to these populations? If you don't know, how will you find out?



This policy applies to all employees regardless of racial or ethnic background. However, racial and ethnic minorities may be disproportionately affected due to systemic inequalities in access to legal, medical, and support services.

Potential Impacts:

- **Positive:** Ensures job protection and access to necessary services for all employees, including those from marginalized communities.
- **Negative:** Some racial or ethnic groups may face barriers such as distrust in the legal system, language difficulties, or lack of awareness about their rights under this policy.

Were these populations involved in any way, at any point in the development, implementation, and evaluation of this policy? If so, when and how?

These populations were not directly involved in developing, implementing, or evaluating this policy. The language is based on state law (ORS 659A.270–290), OSBA guidance, and internal HR/legal review. While the policy is designed to support employees who may be affected, there was no formal stakeholder engagement process with these groups during its creation.

What priorities and commitments are communicated by this policy?

This policy communicates MESD's commitment to employee safety, well-being, and non-discrimination by providing protected leave for those affected by domestic violence, harassment, sexual assault, bias, or stalking. It prioritizes confidentiality, access to legal and support services, and job security while ensuring employees are not penalized for seeking help. Additionally, it reflects a commitment to equity and workplace protections by recognizing and addressing barriers that vulnerable employees may face.



Place

What kind of positive or negative environment are we creating?

What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)

Environment Created:

- **Positive:** A **supportive and safe workplace** where employees feel protected when dealing with domestic violence, harassment, sexual assault, bias, or stalking. It encourages employees to seek help without fear of job loss or retaliation.
- **Negative:** The policy's limitations on leave due to "undue hardship" may create uncertainty for employees needing extended time off. Some employees may also feel hesitant to disclose personal situations due to stigma or privacy concerns.

Barriers to More Equitable Outcomes:

- **Programmatic:** Employees may not be fully aware of their rights under this policy.
- **Emotional:** Fear of stigma or retaliation may prevent employees from requesting leave.
- **Financial:** Limited paid leave may create financial hardships for employees needing time off.
- **Managerial:** Supervisors may lack training on how to handle leave requests with sensitivity and confidentiality.



Power

How is the power of decision-making shared with those it affects?

How have you intentionally involved the communities affected by this policy, program, practice, or decision?

Decision-making power is partially shared with employees through protected leave rights, allowing them to decide when to take leave for safety, medical, or legal reasons. However, the MESD retains authority to limit leave due to undue hardship and determine the order in which paid leave is used. Employees also have a voice through advance notice requirements and the ability to provide certification from various sources. To enhance shared decision-making, MESD could seek employee feedback, provide clear communication on rights, and involve affected individuals in policy reviews.

Process

Does the policy, program, or decision improve, worsen, or make no change to existing disparities? Does it create other unintended consequences?

Impact on Disparities:

- **Improves disparities** by providing **job-protected leave** and access to legal, medical, and support services for employees facing domestic violence, harassment, sexual assault, bias, or stalking.
- **Potential gaps remain** if employees are unaware of their rights or face challenges in obtaining certification for leave.

Unintended Consequences:

- **Limited leave due to "undue hardship"** may disproportionately impact employees in lower-wage or high-demand positions.
- **Stigma and fear of retaliation** may discourage employees from requesting leave, despite policy protections.
- **Certification requirements** could create barriers for employees lacking access to legal or



medical documentation.

Plan

How will you reduce the negative impacts and address the barriers?

Reducing Negative Impacts & Barriers:

1. **Increase Awareness:** Communicate rights clearly through multiple channels and offer materials in different languages.
2. **Reduce Stigma & Retaliation:** Train managers on confidentiality and enforce zero-tolerance for retaliation.
3. **Improve Access to Leave:** Allow flexible certification options and anonymous reporting.
4. **Address Financial Barriers:** Explore additional paid leave and connect employees with support resources.
5. **Enhance Transparency:** Create an employee advisory group and regularly review the policy.