

Notice to Oregon Employees:

This Notice is provided to (1) all Oregon employees electronically on the [PNNL Intranet](#), (2) new Oregon employees at the time of hire, and (3) Oregon employees who disclose information regarding prohibited discrimination or harassment.

To report prohibited conduct, follow the procedures in HDI Exhibit [Raising and Addressing Employee Concerns](#).

An employee who pursues legal action based on alleged discriminatory conduct prohibited by Oregon state law (ORS 659A.030, including sexual assault; 659A.082; or 659A.112) must do so no later than five years after the occurrence of the violation.

An employer may not require or coerce an employee to enter into a nondisclosure agreement, nondisparagement agreement, or any other agreement that has the purpose or effect of preventing the employee from disclosing or discussing alleged discriminatory conduct prohibited by Oregon state law. A non-disclosure agreement is 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. A non-disparagement agreement is 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.

An employee claiming to be aggrieved by unlawful discrimination, harassment, or sexual assault may voluntarily request to enter into a settlement, separation, or severance agreement that contains a nondisclosure, nondisparagement, or no-rehire agreement only if the employee has at least seven days to revoke the agreement after signing.

Employers and employees are advised to document any incidents of alleged discriminatory conduct prohibited by Oregon state law (ORS 659A.030, including sexual assault; 659A.082; or 659A.112).