

PRESS RELEASE  
FOR IMMEDIATE RELEASE  
1/29/2018

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## Outrage Grows over Facebook Attack by County Commissioner

Clackamas County Chair Jim Bernard violated multiple provisions of the County “Non-discrimination / Anti-Harassment” Human Resources policy by attacking Julie Parrish after the Measure 101 election.

Six months ago Bernard signed Resolution #2017-93, reaffirming the County’s deep commitment to “providing safe places at work”, and “respecting each other”; exposing the County and its citizens to legal liability resulting from Bernard's unprovoked attack.

The resolution was approved by the Commission in support of “diverse political views of all persons” and “achieving outcomes that improve safety, health and prosperity for all who live, work and recreate in Clackamas County”. Bernard’s use of, threatening language including “Cut You” and “Screw You!”. No one, especially an innocent woman, should be subject to violence or threatening language, especially from the Chair of our County Commission.

In spite of Bernard’s signature on the Resolution, his Facebook comments violated the spirit of values of Clackamas County. Bernard violated the General Employment Guidelines which cover “personal standards of conduct and standard operating procedures to protect the health and safety of all.”

The citizens of Clackamas County expect that our Commissioners will be held to the same exact standards as the 2,000 employees they oversee..

The Human Resources Handbook clearly states “...work rules shall apply to all County employees.” Bernard violated the HR rule by not “dealing with the public and other employees in a courteous and professional manner” and “Not engage in conduct that reflects discredit on the County.”

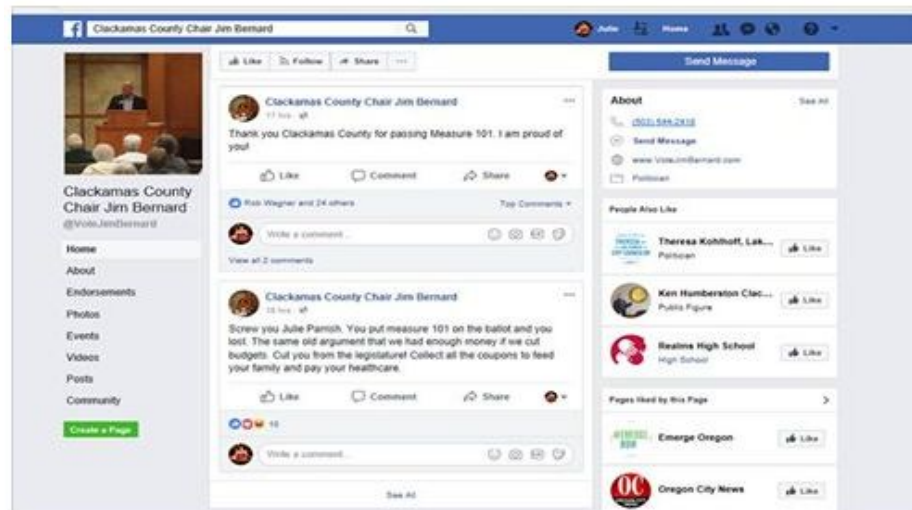
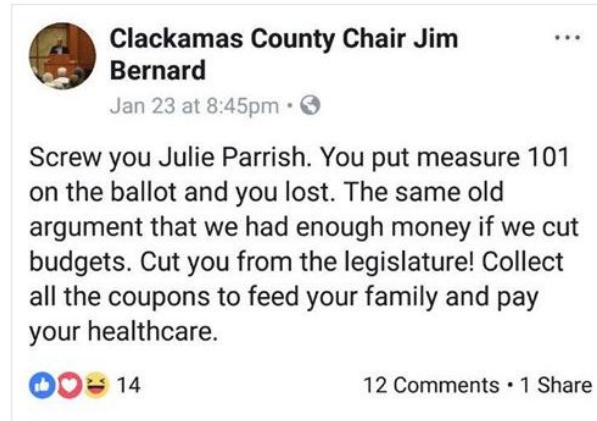
Bernard’s attack clearly meets the County’s definition of: 1) Harassment and 2) Sexual Harassment and clearly violate the standards as written in 3) General Employment Guidelines Handbook a) Ethical Standards and b) Employee Responsibilities sections.

During the January 26th Board meeting, Commissioner Martha Schrader downplayed and justified Bernard’s conduct by stating “Jim Bernard, you are a good man Charlie Brown”. A good person... a good leader, would not attack anyone in such a vicious manner.

Citizens are expected to appear at the February 1st 10:00 AM Commission meeting in Oregon City to demand that Bernard resign.

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## ADDENDUM:



### Julie Parrish

January 24 at 4:49pm · 🌐

I appreciate that politics is a rough and tumble arena, and my feelings certainly aren't hurt by this post, but I do question the professionalism of our Clackamas County Chair Jim Bernard.

His vitriolic post is also saying "screw you" to the thousands of Clackamas residents who said NO to 101 that he's supposed to be representing.

Didn't he run an entire campaign on the premise that John Ludlow, the former county chair, was a "bully" and we needed new leadership?

Look who turned out to be the bully.



### County commissioner to Parrish: 'Screw you'

Clackamas County Commission Chairman Jim Bernard attacked state Rep. Julie Parrish, R-West Linn, in a Facebook post for her failed attempt to repeal a health care-funding package on the ballot Tuesday.

KOIN.COM

**BEFORE THE BOARD OF COUNTY COMMISSIONERS  
OF CLACKAMAS COUNTY, STATE OF OREGON**

A Resolution Reaffirming  
Clackamas County as Non-Partisan



Resolution No. 2017-93  
Page 1 of 2

**WHEREAS**, the Clackamas County Board of Commissioners are elected to non-partisan seats and commit themselves to respecting each other's political perspectives, those of local, regional, and national elected officials, County residents and stakeholders; and

**WHEREAS**, Clackamas County is committed to achieving outcomes that improve the safety, health, and prosperity of all who live, work and recreate in Clackamas County; and

**WHEREAS**, Oregon voter registrations include Non-Affiliated, Independent, Democrat, Republican, Libertarian, Working Families, Pacific Green, Constitution, Progressive, and Americans Elect; and

**WHEREAS**, the County acknowledges the diverse political views of all persons and believes everyone, no matter what their political affiliation, should be treated with respect regardless of race, color, national origin, immigration or refugee status, ethnicity, primary language, religion, gender, gender identity and expression, sexual orientation, marital status, mental, emotional, and/or physical ability, age, or economic status; and

**WHEREAS**, County elected officials will work constructively and collaboratively to solve problems that lead to improved outcomes, better assessment and understanding of decisions and issues, thereby creating more effective decision-making; and

**WHEREAS**, political vitriol, animus, and diatribe are great impediments to the work of the County; and

**WHEREAS**, good ideas and decisions are derived from diverse political perspectives; and to reject good ideas because of party affiliation is counterproductive to establishing common good.

**BEFORE THE BOARD OF COUNTY COMMISSIONERS  
OF CLACKAMAS COUNTY, STATE OF OREGON**

A Resolution Reaffirming  
Clackamas County as Non-Partisan



Resolution No. 2017-93  
Page 2 of 2

**NOW THEREFORE**, the Clackamas County Board of Commissioners does hereby resolve as follows:

The Clackamas County Board of Commissioners affirms the value of non-partisanship in its deliberations and determinations, and vows to respectfully take into consideration differing political perspectives on proposed policies.

The Clackamas County Board of Commissioners, elected on a non-partisan basis, will leave partisanship at the door to fully serve all the residents of Clackamas County.

Dated this 3<sup>rd</sup> day of Aug., 2017

**CLACKAMAS COUNTY BOARD OF COMMISSIONERS**

Chair

  
\_\_\_\_\_  
Recording Secretary

Recording Secretary

## **HARASSMENT POLICY SUMMARY**

It is the policy of Clackamas County to maintain a work environment which is free of harassment based on race, color, age, religion, sex, sexual orientation, gender identity, disability, national origin, or any other protected status in accordance with applicable law. This policy is not limited in application to harassment between supervisors and subordinates, but also includes harassment between co-workers. Employees shall not engage in harassment, sexual harassment or retaliation as defined by the Harassment policy. Failure to adhere to the policy will result in disciplinary action up to and including termination.

**HARASSMENT:** Harassment is defined as verbal or physical conduct that is derogatory or shows hostility towards an employee because of race, color, age, religion, sex, sexual orientation,

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gender identity, disability, national origin or any other protected status in accordance with applicable law, and

- A. Has the purpose or effect of creating an intimidating, hostile or offensive work environment;
- B. Has the purpose or effect of unreasonably interfering with an employee's work performance; or
- C. Otherwise substantially and adversely affects an employee's employment opportunities.

### **SEXUAL HARASSMENT:**

Specifically, the Equal Employment Opportunity Commission guidelines define sexual harassment to include unwelcome sexual advances, requests for sexual favors, and other offensive verbal or physical conduct of a sexual nature when:

- A. Submission to sexual advances is a condition of employment; or
- B. Submission or rejection of sexual advances is the basis of an employment decision (tangible job benefits, promotion, retention, performance evaluation, etc.); or
- C. When the conduct unreasonably interferes with the affected person's work performance or creates an intimidating, hostile, or offensive work environment.

Department managers and supervisors, male or female, shall not use their authority to solicit sexual favors. Neither submission to nor rejection of such conduct by an individual shall be used as the basis for employment decisions affecting that individual. Department managers and supervisors shall not allow conduct that creates an intimidating, hostile or offensive work environment. Included in forbidden conduct are lewd gestures, sexually offensive language or sexually offensive behavior. Failure to adhere to this policy will result in disciplinary action up to and including termination.

# **GENERAL EMPLOYMENT GUIDELINES**

## **ETHICAL STANDARDS**

All employees and public officials are expected to uphold the County's Code of Ethics. Individual employees, through their behavior and choices, can ensure that Clackamas County remains an ethical public service organization.

As employees of Clackamas County we must strive to:

1. Demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all public activities in order to inspire public confidence and trust in Clackamas County.
2. Serve in a way that does not realize undue personal or financial gain from the performance of official duties.
3. Avoid any activity which is in conflict with the conduct of official duties.
4. Approach the Clackamas County organization and the duties of our positions with a positive attitude and constructively support open communication, teamwork, creativity, dedication, and compassion.
5. Maintain professional excellence, accepting the responsibility to keep up-to-date on emerging issues and conduct the public's business with competence, fairness, efficiency, and effectiveness.
6. Support the values of the County organization and help make these values the norms of the organization. Support and strive to achieve the goals and visions for Clackamas County.
7. Be knowledgeable and support the code of conduct, quality, ethical, and performance standards of our respective professions.
8. Refrain from engaging in political activities during working hours if we are non-elected County employees. Elected and non-elected County employees must not solicit participation of non-elected County employees in political activities during working hours.
9. Be objective in the selection of employees, contractors, goods and services, basing decisions on merit and value to the County.
10. Eliminate all forms of illegal discrimination, fraud, and mismanagement of public funds, and support co-workers if they are in difficulty because of responsible efforts to correct such discrimination, fraud, mismanagement or abuse.
11. Serve the public with respect, courtesy, concern, and responsiveness, recognizing that service to the public is beyond service to oneself or any special interest group.
12. Respect, support, study, and when necessary, work to improve regulations, ordinances, laws and policies which govern work at Clackamas County.

## **EMPLOYEE RESPONSIBILITIES**

In order to effectively operate our County government, certain responsibilities are shared among all employees. Work rules covering personal standards of conduct and standard operating procedures are necessary to protect the health and safety of all employees, to maintain uninterrupted service, and to protect the County's property.

The following work rules shall apply to all County employees. These rules are not intended to be all-inclusive. Additionally, County departments may, consistent with the provisions of applicable collective bargaining agreements, establish other rules to ensure the effective operation of the County government, besides the ones below:

1. Be at your designated work area on time and ready to work. Report to and remain at your work area until the scheduled quitting time, consistent with department policy.
2. Where operations are continuous, you shall not leave your position until replaced by the next shift employee or until relieved by your supervisor.
3. Follow all safety regulations, including the wearing of safety articles and the use of protective equipment when appropriate. Immediately report safety hazards, accidents or injury to your supervisor.
4. Be responsible for, and not misuse County property, records or other materials in your care, custody and control.
5. Deal with the public and other employees in a courteous and professional manner.
6. Immediately report to your supervisor any inability to work and the reason therefore.
7. Notify your supervisor whenever there is a change in your personal data affecting your personnel or payroll records.
8. Not restrict, interrupt or interfere with the work of other County employees outside your assigned duties or authority.
9. Report for and remain at work only in a condition which will enable you to perform your regular duties.
10. Perform all work assigned, unless performance of such work will constitute a safety hazard which violates established safety standards or laws.
11. Not engage in conduct that reflects discredit on the County while on duty or while conducting County business.
12. Not engage in unauthorized political soliciting or political activity while on duty or while conducting County business.
13. Not use your position or County property for undue personal or financial gain, other than official salary and benefits. Not use your position as a means to solicit or conduct personal business.
14. Not use your position to coerce other employees.
15. Not possess or use unauthorized firearms, weapons, illegal drugs, controlled substances other than those lawfully prescribed, or intoxicating beverages while on duty or on County premises.
16. Not falsify any reports or records. All claims completed by you shall be true and accurate, to the best of your knowledge.
17. Not remove County property or the property of other employees without express approval of your supervisor or the owner of such property.
18. Not violate any of the laws, statutes or ordinances of federal, state or local government while on duty, on County premises or while conducting County business.