

Know Your Rights:

New Protections for Immigrant Oregonians

During the 2026 legislative session, Oregon passed HB 4111 to strengthen protections for immigrant communities against discrimination in court, at work, and in everyday life. These protections help ensure that all Oregonians are treated fairly, especially during this time of increased discrimination and fear.

HB 4111

Starting June 5th, 2026, you have the following *new* rights under Oregon law:

In the Courts – Immigration status is now generally INADMISSIBLE in Oregon State Civil Court. Note this protection does not apply in federal court, nor in criminal cases.

- Civil court handles non-criminal disputes. Common types of cases include: wrongful termination, discrimination, wage theft, retaliation, and other areas of law like family disputes, restraining orders, housing issues such as eviction, and personal injury cases.
- This means immigration status will not come into the case as evidence, with limited exceptions:
- If status is essential to a legal claim, it might be admissible during the trial
- If you have a final immigration removal order AND were awarded future wage loss at the trial, then status might be admissible after the trial
- If you were awarded reinstatement to your previous job at the trial, your work authorization information might be admissible after the trial
- Whether immigration status can be admissible into evidence must be decided in advance by a Judge in a confidential hearing; there can be no disclosure of immigration status until the Judge says okay.

Example: If you take your employer to court for wage theft or retaliation, immigration status will not be admissible.

Example: If you are awarded reinstatement to your former job, the other side might be able to argue that your immigration status is admissible.

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At Work – Your employer cannot retaliate against you for updating your information after a *lawful* change in work authorization. This includes changing your name, social security number, or other employment information.

- If an employer retaliates, discriminates, or takes any adverse action against you for updating your information, **you have the right to** file a complaint with the Bureau of Labor and Industries (BOLI) or to file a lawsuit in state court.
- You can learn more and file with BOLI at www.oregon.gov/boli/workers/pages/complaint.aspx or call 971-245-3844
- To file in court, you can call the Oregon State Bar Referral Line at 503-684-3763 or find more information here: https://www.osbar.org/public/legalinfo/1171_lrs.htm

Example: If you have a lawful change in your status, (from undocumented to documented, from DACA to citizen, etc.) and you update that information with your employer, your employer **cannot** take adverse action against you.



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In the Community – **Law enforcement cannot profile you based on your immigration status or your perceived immigration status.**

- This means a law enforcement officer cannot approach or target you based on your perceived or your actual immigration status. Please note this does not apply to federal law enforcement such as ICE.
- If you think you have been profiled based on your status, **you have the right to** file a complaint with the agency that profiled you. Most law enforcement agencies have a "Professional Standards," division to handle misconduct allegations.
- Alternatively, the Oregon Department of Justice (ODOJ) has a Bias Incident Hotline, which also accepts complaints for bias and hate crimes. The ODOJ can help connect victims with the appropriate resources, and you can learn more at <https://justice.oregon.gov/CrimeReporting/BiasCrime> or 1-844-924-BIAS.

Example: You and some friends of different races and nationalities are outside. The police cannot approach you or target you based on what they perceive or know to be your immigration status. If you are profiled by state or local police, you have the right to file a complaint against the department who violated your rights. Note: This does not apply to federal law enforcement such as ICE.

