

PURPOSE

NIKE, Inc. is committed to workplace policies and practices that comply with federal, state and local laws. For this reason, the Oregon Supplement, which is in addition to the global [Matter of Respect Policy](#) [1], is provided to all employees whose principal work location is in Oregon. Collectively, they are referred to as the “Policy.”

The Oregon Supplement details information specific to Oregon law and that applies only to an Oregon employee’s employment. It should be read together with the global [Matter of Respect Policy](#) [1], and to the extent the language in this Oregon Supplement is different from or more generous than what is detailed in the global Matter of Respect Policy, the language in this Oregon Supplement will apply.

APPLICABILITY

This Oregon Supplement applies only to employees whose principal work location is in Oregon.

POLICY

As set forth in the global [Matter of Respect Policy](#) [1], NIKE is committed to providing a work environment free from unlawful discrimination or harassment. We also comply with Oregon law, which provides additional guidance to employees who believe they have been subjected to or otherwise experienced unlawful discrimination or harassment.

First, all employees are encouraged to document (e.g., take notes) any incidents involving discrimination, harassment and sexual assault as soon as possible.

In addition, NIKE will not require an employee to enter into any agreement if the purpose or effect of the agreement prevents the employee from disclosing or discussing conduct constituting discrimination, harassment, or sexual assault.

An employee claiming to be aggrieved by discrimination, harassment or sexual assault may, however, voluntarily request to enter into a settlement, separation or severance agreement which contains a nondisclosure, non-disparagement or no-rehire provision. If an employee voluntarily chooses to enter into an agreement with any one or all of these provisions, they will have at least seven days to revoke that agreement.

Under this Oregon Supplement:

- A nondisclosure provision prohibited under this Policy is where 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 provision prohibited under this Policy is where one or more parties agree not to disclose or discuss conduct that constitutes harassment or discrimination prohibited by Oregon law, including conduct that constitutes sexual assault, or factual information relating to a claim of harassment, discrimination or sexual assault.
- A no-rehire provision prohibited under this Policy prevents an employee from seeking reemployment with the company and allows a company to not rehire that individual in the future.

Finally, any employee who wishes to pursue legal action on alleged discriminatory or harassing conduct prohibited by ORS 659A.030, 659A.082 or 659A.112 must do so no later than five years after the occurrence of the violation. Other applicable laws may have a shorter time limitation on filing.