

OREGON BOARD OF MEDICAL IMAGING – POLICIES – REVISED JANUARY 2026

POLICY	OBMI POLICY NUMBER	ADOPTED BY REFERENCE
Nondiscrimination policy		DAS Policy by reference 50.010.01, 50.010.03 https://www.oregon.gov/das/Policies/50-010-01.pdf https://www.oregon.gov/das/Policies/50-010-03.pdf
Meal reimbursements (non-travel related)		Oregon Accounting Manual No. 10.40.10
Policy regarding use of information-related and security technology		DAS policies 107-004-100,-150, -151, -052,-120,-140,-155 https://www.oregon.gov/das/Pages/policies.aspx#IT
Telework policy		DAS-HR Policy 50-050.01 https://www.oregon.gov/das/Policies/50-050-01.pdf
Policy regarding sick leave with pay		DAS-HR Policy 60-000.01 https://www.oregon.gov/das/Policies/60-000-01.pdf
Policy for Oregon Family Leave Act and Federal Family Leave Act		DAS-HR Policy 60-000.15 https://www.oregon.gov/das/Policies/60-000-15.pdf
Promotion and maintenance of a respectful workplace		DAS-HR Policy 50.010.01 https://www.oregon.gov/das/Policies/50-010-01.pdf
Drug and alcohol policy		DAS-HR Policy 50.000.01 https://www.oregon.gov/das/Policies/50-000-01.pdf
Office closure policy		DAS policy 60.015.01 https://www.oregon.gov/das/Policies/60-015-01.pdf
Use of state resources, including internet		DAS Policy 107-004-110 https://www.oregon.gov/das/Pages/policies.aspx#IT
Staff communication to board chair and DAS/HR	833 426 0023	
Public Records Management (pursuant to Governor exec order 16-06)	833 426 0025	
Procedure for Responding to Public Records Requests (pursuant to Governor exec order 16-06)	833 426 0026	
Review of Criminal Background of License/Permit Applicants	833 426 0027	
Reporting Criminal Background on License/Permit Application	833 426 0028	
Accounts Receivable Management-Uncollectible Accounts: Write-off Guidelines		Oregon Accounting Manual No. 35.50.10

Enterprise Customer Service Standards		DAS policies on Enterprise Customer Service Standards 107-001-040 https://www.oregon.gov/das/Policies/107-001-040.pdf
Collecting and Maintaining Country of Birth, Citizenship or Immigration Status Information	833 426 0040	
Contact with Federal Immigration Authorities	833 426 0041	
Federal Immigration Authorities' Access to Public Facilities	833 426 0042	
Sharing or Disclosing Citizenship or Immigration Status or Country of Birth Information Policy	833 426 0043	
Recording Workplace Conversations	833 426 0044	

Oregon Board of Medical Imaging

Policy and Procedures

Office	Subject	Number		
Oregon Board of Medical Imaging	Staff communication to board chair and DAS/HR	833	426	0023
		Issue Date 10/07/2011		
Objective: To clarify the OBMI staff’s ability to independently communicate with the board chair or the Department of Administrative Services Human Resource Services Division.				
Approved: Oregon Board of Medical Imaging				

OBMI STAFF COMMUNICATION POLICY

Any member of the OBMI staff may communicate directly with the Board Chair or with the Department of Administrative Services' Human Resource Services Division without any form of permission from, nor any form of communication to, the OBMI executive director.

Oregon Board of Medical Imaging Policy and Procedures

Office	Subject	Number		
Oregon Board of Medical Imaging	PUBLIC RECORDS MANAGEMENT	833	426	0025
<u>Reference:</u> Governor's Executive Order 16-06		Issue / Revision Date October 2016		
<u>Objective:</u> Proper management of public records under the jurisdiction of the OBMI.				
<u>Approved:</u> Oregon Board of Medical Imaging (OBMI)				

The Oregon Board of Medical Imaging (OBMI) adheres to ORS 192.410 to 192.505 and ORS 688 regarding requests for public information. It is the policy of OBMI to acknowledge information requests within one business week of receipt, and to fulfill the requests within 30 days. OBMI is committed to public transparency in all of its work as outlined in Oregon law.

The OBMI's policy is to ensure public records are managed and maintained appropriately within OBMI and consistently across the enterprise of state government.

This Public Records Management Policy, adopted in accordance with the requirements of DAS Statewide Policy 107-001-020 and ORS 192.018, addresses the following components:

- I. Public Records Maintenance
- II. Roles and Responsibilities
- III. Education and Training
- IV. Access and Ownership
- V. Integrity
- VI. Retention Generally
- VII. Storage and Retrieval
- VIII. Public Records Requests
- IX. Disposition and Destruction

Compliance

The OBMI shall develop and implement internal policies and procedures that support compliance, deter abuse and detect violations of this policy.

I. Public Records Maintenance

Public records shall be maintained and managed in a manner that protects the integrity of the records within OBMI without regard to the technology or medium used to create or communicate

the record, from the time of creation of a public record to the time of final disposition of the public record as determined by their authorized records retention schedule.

II. Roles and Responsibilities

Oregon law requires agencies to designate an Agency Records Officer “to coordinate its agency’s Records Management Program” (ORS 192.105(2)(a)). The OBMI executive director will serve as primary liaison with the State Archivist and receive training from the State Archivist in performing their duties.

OBMI will ensure agency public records are managed in accordance with their authorized records retention schedules, from the time of creation to final disposition, by assigning designated staff/positions with the following responsibilities:

- The Executive Director will review retention schedules with Administrative Assistant.
- The Executive Director will conduct a yearly review of records, (electronic, paper, etc.) to determine if records should be retained or destroyed.
- The Executive Director or other available OBMI staff persons will destroy records according to their authorized retention period.

III. Education and Training

Basic public records training will be completed as a component of OBMI’s new employee orientation training; and incorporated as part of regular employee training, completed once a biennium.

OBMI will utilize the following training program to provide public records training: The Executive Director or a representative of the OBMI will attend Secretary of State Archive training when offered.

IV. Access and Ownership

Without regard to how public records are being stored, the OBMI will have custody and control over public records. Thorough on-going review of technological advances, the OBMI shall ensure all public records are maintained and accessible for as long as required by applicable retention schedules or litigation holds.

The OBMI’s disaster mitigation processes are addressed in OBMI’s Business Continuity Plan.

V. Integrity

The OBMI will ensure appropriate access and version controls are applied to all electronically stored records from record creation to final disposition.

The authenticity of each record can be demonstrated either by certified copy of paper records or via accompanying metadata for all electronic records.

VI. Retention Generally

OBMI will preserve and classify public records in accordance with ORS chapter 192, OAR chapter 166-300 and DAS Statewide Policy 107-004-050 regarding Information Asset Classification.

OBMI will work with the Archives Division to establish retention practices to ensure compliance with ORS chapter 192 and OAR chapter 166-300.

Cloud-Computing

The OBMI practices and procedures with respect to public records management in the Cloud will ensure compliance with DAS Statewide Cloud-Computing Policy (DAS Statewide Policy 107-004-150; 107-004-150 PR) and OAR chapter 166.

Official Email Accounts

In most circumstances, emails sent to or from a State employee's official email account will meet the definition of a public record. It is therefore OBMI's policy that virtually all email messages composed or sent using employees' official equipment and/or official email addresses be for primarily business purposes.

When OBMI receives a public records request, all official email accounts and systems used for official State business are subject to search and production.

Personal Email Accounts / Social Media / Text Messaging

It is the policy of OBMI that employees do not utilize private email accounts to conduct State business. Nor does OBMI utilize Social Media, Text messaging or Unified Communications. In the event that electronic communication relating to state business is transmitted through an employee's personal account, such communication must be immediately forwarded or copied to their state email account so that it can be properly maintained as a public record.

Voice Mail

Unless otherwise required, the OBMI will not retain messages on voicemail.

VII. Storage and Retrieval

Paper records: OBMI will maintain a filing system of the agency's paper records based on authorized retention schedules. The filing system will include the location of records, retention periods and procedures for retrieval to ensure accessibility of agency records.

Electronic records: The OBMI will maintain a filing system and naming conventions for all agency records stored in electronic format, based upon the OBMI's authorized retention schedules. The filing system and naming conventions will include the location of records in agency directories, retention periods, access controls and privacy conditions to support management of the agency's inventory of electronic records.

The OBMI will work with the State Archivist to ensure that retention periods for all records have been met before any data is destroyed and prior to deleting any large electronic record system.

VIII. Public Records Requests

The OBMI shall respond to all official requests for public records as timely as possible, consistent with the proper exercise of judgment relating to OBMI's other duties.

Additional policies and procedures related to requests for public records (intake, processing, and disclosure and/or determinations related to fees and charges) are the subject of separate agency policies and statewide protocols, processes and procedures.

IX. Disposition and Destruction of Public Records

The OBMI shall dispose of and/or destroy public records in accordance with the requirements of authorized records retention schedules and OAR chapter 166-300.

Pursuant to ORS 357.855, the State Archivist shall be consulted by OBMI employees for advice and assistance with determining the disposition of certain record types, not accounted for in State Agency General or Special Retention Schedules and reconciliation of unforeseen issues regarding public records.

Oregon Board of Medical Imaging Policy and Procedures

Office	Subject	Number		
Oregon Board of Medical Imaging	PROCEDURE FOR RESPONDING TO PUBLIC RECORDS REQUESTS	833	426	0026
Reference: Governor’s Executive Order 16-06		Issue / Revision Date April 2017		
<u>Objective:</u> Proper response to requests for public records				
<u>Approved:</u> Oregon Board of Medical Imaging (OBMI)				

How to submit request for public records: A request for public records that are in the custody of Board of Medical Imaging may be made by submitting a written request to the Board of Medical Imaging. The request may be submitted in person, by mail, by fax or by e-mail, as follows:

By regular mail:

Oregon Board of Medical Imaging
800 NE Oregon Street, Suite 1160A
Portland, OR 97232-2162

By FAX: 971-673-0218

By e-mail: Obmi.info@obmi.oregon.gov (Call 971-673-0215 and let us know it's been submitted by email)

The request must provide the following information in writing:

1. Include name and address of the person requesting the public record;
2. Include telephone number or other contact information for the person requesting the public record;
3. Include a sufficiently detailed description of the record(s) requested to allow the Board of Medical Imaging to search for and identify responsive records;
4. Include the date of the request.

Calculation of Fees: **NOTE – FEES MUST BE ADOPTED IN ADMINISTRATIVE RULES**

1. OBMI shall waive a minimum of 30 minutes of staff time for all Public Records Requests after which fees may be assessed for additional staff time, applicable services and supplies required to fulfill a Public Records Request in accordance with the applicable fee-schedule below.
2. The hourly rate charged for additional staff time will be based on the level of skill or expertise required to complete the work performed. Meaning, if work done to fulfill a request requires clerical-level skills, agencies may only charge the clerical hourly rate time

spent on that portion of the work (as a maximum), even if a managerial-level or professional-level employee actually fulfills the request on behalf of the agency.

3. OBMI will not charge for staff time spent witnessing records inspection when the estimated cost of making public records available for inspection is:
 - less than the cost of providing the requestor with a copy of the public record; or
 - insignificant (requested public records are readily accessible and do not require review, redaction or segregation).
4. Fees will be charged for staff time required to redact exempt information from requested public records prior to release.

Staff Time: NOTE – FEES MUST BE APPROVED IN RULE, OR THEY CANNOT BE CHARGED

Fees for staff time required to fulfill a Public Records Request shall not exceed:

- **\$25/hour for Clerical** (administrative, office specialists, other support staff)
- **\$40/hour for Managerial** (Program managers, PIOs)
- **\$75/hour for Professional** (IT, HR, High-level Analyst)
- **DOJ, special attorney and other applicable legal fees:** at the actual hourly rate charged for Public Records Request-related services. Fees are subject to statutory limitations described in [ORS 192.440\(4\)\(b\)](#).

Production of Responsive Records

Fees generated by providing paper or electronic copies to requesters:

- **Copies:** Based on current state printing and distribution price list.
- **Media:** Based on statewide price-agreement with OfficeMax.
- **Postage:** Based on current postal rates.

Additional Cost Considerations

Miscellaneous fees related to production and release of responsive records:

- Expedited Archive retrieval
- Costs of software companies/contracts (as needed to manage the volume of request)
- Other 3rd party costs (in extreme circumstances)

Applicability of Fee Structure

This fee-structure does not apply to agency-specific records with established pre-set price per record (e.g. vital records, licenses, police reports; DMV motor-carrier fees, etc.) or fees assessed for notarized/certified copies of public records.

Board of Medical Imaging -- Public Interest Threshold Evaluation Form

HOW TO USE THIS FORM:

State agencies including OBMI are statutorily required to consider and grant reasonable requests to waive and/or reduce fees associated with fulfilling a public records request when doing so is in the public interest because providing access primarily benefits the general public.

The Public Interest Threshold Evaluation provides agencies with standardized criteria to use when evaluating a request for a fee-reduction/waiver submitted by a public records requestor under ORS 192.440(5). The OBMI shall consider each factor to determine whether the public interest in disclosure of the requested records warrants granting a fee-reduction/waiver.

All requests for a Public Interest Fee-Waiver or -Reduction will be evaluated on a case-by-case basis using information provided by the requestor as well as information independently available to the OBMI.

ADDITIONAL GUIDANCE:

- To adequately balance the State's obligation to be transparent and accessible with the obligation to prudently safeguard public funds and resources, fee-waivers and -reductions should be granted when the statutory standard has been met – when disclosure will primarily benefit the general public.
- A request to waive or reduce fees related to a public records request, that requires substantial agency resources to complete, may be denied if the interest of the general public would be better served by preserving agency resources.
- The public interest is not a fixed concept and the balance of public interest may change over time. It may shift as information becomes older or in the light of issues of the day. The circumstances at the time of the request will be considered.
- A genuine public interest in the subject matter of a request is required as the basis for granting a waiver. The public interest is not necessarily the same as what interests the public. The fact that a topic has been discussed in the media does not automatically mean that there is a public interest in disclosing the information that has been requested about it.
- This standardized fee-structure does not supersede, modify or replace the existing legal responsibilities of the OBMI. The OBMI must continue to meet obligations required by applicable laws, policies, procedures and standards including without limitation: State and Federal public records laws, privacy laws and regulations and fees for certain public records as defined in statute.

Note:

Requests for fee-reduction or waiver will be evaluated on a case-by-case basis based on:

- **The information provided by the requester; and**
- **The totality of circumstances at the time of the request.**

Previous requests and evaluations will not be considered as part of the evaluation.

Date of Request:

Requested Record(s):

Public Interest Threshold Criteria Evaluation

Public Interest:

- Private or Commercial Interest:**

- Reasonableness:**

- Determination/Decision:**

Signature

Date _____

Oregon Board of Medical Imaging

Policy and Procedures

Agency	Subject	Policy Number		
Oregon Board of Medical Imaging	Review of Criminal Background of License/Permit Applicants	833	426	0027
Approved: Oregon Board of Medical Imaging		Revision Date: 10/19/2018 Effective Date: 1/1/19		
Objective: To provide guidance for staff to use to determine which initial license/permit applicants with criminal background cannot be awarded any type of license or permit until the applicant's case is reviewed by the Investigative Committee, and the Board authorizes issuance of a license/permit.				

REVIEW OF INITIAL APPLICATION REQUIRED PRIOR TO ISSUANCE

For initial applicants for a license or permit who have any of the following categories of criminal background, any form of license or permit can only be issued if approved by the Board. Applicants subject to this requirement are those whose criminal record includes any of the following:

1. Any felony conviction, no matter how long ago.
2. Any arrest for a felony within the four years immediately prior to the date of submission of the application. This applies even if the charges were later reduced or dropped.
3. Any misdemeanor conviction that occurred after the applicant reached age 18 and that is within the four years immediately prior to the date of submission of the application, measured from the date of conviction to the date that the application is submitted, excluding first offense DUII which resulted in diversion.
4. Any misdemeanor arrest for a *crime against a person* that occurred after the applicant reached age 18 and that is less than four years old, measured from date of arrest to the date of application submission. This applies even if the charges were later reduced or dropped.
5. Any misdemeanor arrest involving intoxicants or illegal drugs that occurred after the applicant reached age 18 and that is less than four years old, measured from date of arrest to date of application submission. This applies even if the charges were later reduced or dropped. This requirement does not apply to a first offense DUII which resulted in diversion.

The Investigative Committee and the Board reserve the right to direct an initial applicant or renewal applicant to appear before the Investigative Committee or before the Board in executive session, to discuss criminal background. Upon showing of urgent need, the executive director may refer an application to the Investigative Committee to determine if a short-term license should be granted until the Board can review the case. "Urgent need" is to be determined based upon the health facility's inability to provide necessary services to patients without the immediate services of the license applicant.

Oregon Board of Medical Imaging

Policy and Procedures

Agency	Subject	Policy Number		
Oregon Board of Medical Imaging	Reporting Criminal Background on License/permit Application or Renewal	833	426	0028
Approved: Oregon Board of Medical Imaging		Revision Date:10/19/2018 Effective Date: 1/1/2019		
Objective: To enable the OBMI to properly review the criminal background of license/permit applicants, to ensure that medical imaging licensees or permit holders can be expected to interact with patients and colleagues in a manner that is professional and ethical. ORS 688.455(1)(c),(f).				

CRIMINAL HISTORY THAT MUST BE DISCLOSED ON APPLICATION OR RENEWAL

Require all initial applicants and renewal applicants to disclose information related to the following, unless previously disclosed to the OBMI:

1. Any felony conviction, no matter how long ago.
2. Any arrest for a felony within the four years immediately prior to the date of submission of the application. This applies even if the charges were later reduced or dropped.
3. Any misdemeanor conviction that occurred after the applicant reached age 18 and that is within the four years immediately prior to the date of submission of the application, measured from the date of conviction to the date that the application is submitted, excluding first offense DUII which resulted in diversion.
4. Any misdemeanor arrest for a *crime against a person* that occurred after the applicant reached age 18 and that is less than four years old, measured from date of arrest to the date of application submission. This applies even if the charges were later reduced or dropped.
5. Any misdemeanor arrest involving intoxicants or illegal drugs that occurred after the applicant reached age 18 and that is less than four years old, measured from date of arrest to date of application submission. This applies even if the charges were later reduced or dropped.

The Investigative Committee and Board reserve the right to review additional incidents of criminal behavior and to require submission of additional information related to criminal arrests or convictions.

Oregon Board of Medical Imaging

Policy and Procedures

Agency	Subject	Policy Number		
Oregon Board of Medical Imaging	Collecting and Maintaining Country of Birth, Citizenship or Immigration Status Information	833	426	0040
Approved: Oregon Board of Medical Imaging		Effective Date: 7/25/25		
Purpose: This policy explains: • The limited circumstances under which employees of OBMI may ask a person for their country of birth, citizenship or immigration status information; and • The rules governing the retention and destruction of citizenship or immigration status information.				

Who Should Understand This Policy

Any person who regularly interacts with clients or members of the public should understand this policy, particularly if that interaction involves collecting information from clients or members of the public. OBMI has designated its Executive Director, as a resource for employees who may have questions about this policy.

Policy

Oregon law prohibits public bodies, including OBMI, from inquiring or collecting information regarding an individual's immigration or citizenship status or country of birth unless one of the following exceptions applies:

- Citizenship or immigration status or country of birth information is required to advance an investigation into a violation of state or local criminal law (e.g., human trafficking);
- Citizenship or immigration status or country of birth information is submitted to a court of this state, whether orally or in writing, in connection with a proceeding in that court;
- Citizenship or immigration status or country of birth information is necessary to determine the individual's eligibility for a benefit that the individual is seeking; or
- Collection of citizenship or immigration status or country of birth information is required by state or federal law (other than for enforcement of federal immigration laws).

Citizenship or immigration status or country of birth information is information concerning:

- Where a person was born; or

- Whether a person is a citizen of the United States; or
- Whether a person has lawful authority to be present in the United States.

There are some circumstances in which employees of OBMI may need to ask a person for their citizenship or immigration status or country of birth information and can do so lawfully under Oregon law. These include:

- OBMI is required by state or federal law (other than for enforcement of federal immigration laws) to request the information;
- OBMI requires the information in order to advance an investigation into a violation of state or local criminal law;
- OBMI has received a judicial order, judicial subpoena, or judicial warrant for the information; or
- OBMI must submit the information to a court of this state, whether orally or in writing, in connection with a proceeding in that court.

Otherwise, asking about citizenship or immigration status or country of birth information violates state law.

OBMI does not administer any benefits for the public for which eligibility is based on citizenship or immigration status. But OBMI is legally required to ask for citizenship or immigration status or country of birth information under the following circumstances:

- To verify employees' employment eligibility.

To meet these requirements, OBMI collects the following citizenship or immigration status or country of birth information:

- Social Security Number (as required by state law for licensees)
- IRS Form I-9 (for employment eligibility verification of agency employees and Board members only)

Retention & Destruction

- When OBMI collects information to use in its business, the retention of that information is governed by schedules adopted pursuant to ORS 192.018, 192.105 and 192.108. Citizenship or immigration status or country of birth information that is collected pursuant to this policy is subject to the same retention requirements that govern the records of the program for which the information is collected. OBMI's public records retention schedules can be obtained by contacting OBMI.INFO@obmi.oregon.gov. Information that is not needed for any official purpose of a public body is not a matter of public record, and need not be documented or retained. ORS 192.005(5).

Oregon Board of Medical Imaging

Policy and Procedures

Agency	Subject	Policy Number		
Oregon Board of Medical Imaging	Contact with Federal Immigration Authorities	833	426	0041
Approved: Oregon Board of Medical Imaging		Effective Date: 7/25/25		
Objective: This policy explains what employees should do if, in the course of their work, they encounter federal officials enforcing federal immigration law.				

Who Should Understand This Policy

All employees of OBMI must be aware of this policy and should consult with it as necessary if they encounter federal immigration authorities. OBMI has designated its Executive Director as a resource for employees who may have questions about this policy.

Policy

An encounter with federal immigration authorities while at work may be unusual. OBMI is not tasked with enforcing federal immigration law. Federal immigration authorities do not have unfettered authority to access OBMI's facilities, information, or records. These steps will help ensure such interactions are handled appropriately:

- Ask federal immigration authorities to identify themselves.
- Request to copy or photograph identifying credentials, at least with respect to the official who appears to be in charge.
- Request to copy or photograph any other documentation including warrants, orders, or subpoenas presented by the federal immigration authorities.
- Ask about the purpose of the encounter.
- If access to areas not accessible to the public is requested, inquire whether the access has been authorized by a judicial order, judicial subpoena, or judicial warrant. If so, request to copy or photograph the order before granting access.
- If the agent does not present a judicial order, judicial subpoena, or judicial warrant, decline to provide information or access.

- If the encounter is in any way uncomfortable, ask the federal officials to wait. Consult with the Executive Director.
- Document the encounter in detail, including time and date, duration, location, name of the federal immigration authority, name of the agents present, additional witnesses, what was requested (information, access, etc.), what was done by whom, and how the encounter concluded. Provide the documentation and copies of any documents to the Executive Director immediately.

Oregon Board of Medical Imaging

Policy and Procedures

Agency	Subject	Policy Number		
Oregon Board of Medical Imaging	Federal Immigration Authorities’ Access to Public Facilities	833	426	0042
Approved: Oregon Board of Medical Imaging		Effective Date: 7/25/25		
Objective: This policy explains the extent to which employees of OBMI should allow federal immigration authorities to access OBMI’s facility.				

Who Should Understand This Policy

Employees of OBMI who are in a position to allow or prevent access to OBMI's facility must know and understand this policy. OBMI has designated its Executive Director as a resource for employees who may have questions about this policy.

Policy Summary

Absent a judicial order or emergency, employees of OBMI shall give federal immigration authorities no greater access to facilities operated by OBMI than members of the general public.

Policy

A judicial warrant or other judicial order can authorize federal immigration authorities to access property that is not generally open to the public. In addition, law enforcement authorities generally may enter property as justified by an emergency. Otherwise, law enforcement officers rely on consent to enter property that is not generally open to the public.

OBMI does not consent to federal immigration authorities entering areas of OBMI's facilities that are not generally open to the public for purposes of enforcing federal immigration law. Employees of OBMI are not authorized to grant such consent. Consequently, employees of OBMI are not required to allow federal immigration authorities access to those areas, unless presented with a judicial warrant or other judicial order that grants access.

Many forms used by US Immigration and Customs Enforcement (ICE) or other federal immigration authorities look very official, but an ICE form is not a judicial order. A judicial order will have the following features:

- A caption, near the top of the document, identifying the court that issued the order (typically the federal district court for the District of Oregon); and

- A signature block, near the end of the document, including the name of the person who signed the order, and identifying that individual as a judge, magistrate, clerk of court, or other person signing on behalf of a judge or magistrate.

By contrast, an ICE form will identify ICE (or US Department of Homeland Security) as the issuer of the document, and the signature block on an ICE form will not identify the person who signed it as a judge or magistrate. If you are presented with a document and are unsure whether it is a judicial order, consult with the Executive Director.

Employees of OBMI should not attempt to impede federal immigration authorities claiming an emergency justification for entering non-public areas of OBMI's facilities. Any such occurrence must be documented and reported to the Executive Director immediately so that OBMI may consider an appropriate response.

Oregon Board of Medical Imaging

Policy and Procedures

Agency	Subject	Policy Number		
Oregon Board of Medical Imaging	Sharing or Disclosing Citizenship or Immigration Status or Country of Birth Information Policy	833	426	0043
Approved: Oregon Board of Medical Imaging		Effective Date: 7/25/25		
Purpose: This policy explains: • That citizenship or immigration status or country of birth information collected by OBMI generally may not be disclosed, unless a statutory exception applies. • That certain protected information may not be disclosed by OBMI for the purpose of enforcing federal immigration laws, unless a statutory exception applies. • Under what circumstances can such information be shared or disclosed by a public body.				

Who Should Understand This Policy

Anyone who can reasonably expect to come into possession of any person's citizenship or immigration status or country of birth information, or protected information should be familiar with this policy, and should consult with it as necessary when issues governed by the policy arise. OBMI has designated its Executive Director, as a resource for employees who may have questions about this policy.

Policy

1. Generally, Disclosure of Citizenship or Immigration Status or Country of Birth Information is Not Allowed

Oregon law generally prohibits public bodies from sharing or disclosing citizenship or immigration status or country of birth information that the public body collects, unless one of the following exceptions applies:

- The disclosure is required by state or federal law (other than federal immigration law).
- The disclosure is required by a judicial order, judicial warrant, or judicial subpoena.
- The information being shared with a person concerns only that person or their dependents.
- The information is aggregated and not personally identifiable.

Citizenship or immigration status or country of birth information is any information concerning:

- Where a person was born; or
- Whether a person is a citizen of the United States; or
- Whether a person has lawful authority to be present in the United States.

2. Limited Disclosure of Protected Information

Oregon law generally prohibits sharing the following protected information about a person if the purpose is for the enforcement of federal immigration law:

- Address;
- Workplace or hours of work;
- School or school hours;
- Contact information, including telephone number, electronic mail address or social media account information;
- Known associates or relatives; and
- Date, time or location of the person's hearings, proceedings or appointments with the public body that are not matters of public record; and
- Above information about a person's relatives or known associates likewise cannot be shared.

In general, federal immigration authorities are agents of the Enforcement and Removal Operations section of US Immigration and Customs Enforcement (ICE), which is housed in the Department of Homeland Security (DHS). However, any federal officer who is seeking to identify or locate one or more individuals for the purpose of pursuing possible removal proceedings is also a federal immigration authority.

Subject to the exceptions described in this policy, protected information may not be shared for the purpose of enforcing federal immigration laws. There may be additional reasons and laws outside of this policy (e.g. confidentiality laws specific to agency programs) that govern why protected information should not be disclosed.

Protected information must be disclosed when a state or federal law, outside of federal immigration law, expressly requires disclosure.

a. Judicial Order

Protected information must be disclosed in the event of a judicial order that directs a public body to provide the information. A judicial warrant is a common type of judicial order.

Many forms used by ICE or other federal immigration authorities look very official, but an ICE form is not a judicial order. A judicial order will have the following features:

- A caption, near the top of the document, identifying the court that issued the order (typically the federal district court for the District of Oregon); and
- A signature block, near the end of the document, including the name of the person who signed the order, and identifying that individual as a judge, magistrate, clerk of court, or other person signing on behalf of a judge or magistrate.

By contrast, an ICE form should identify ICE (or DHS) as the issuer of the document, and the signature block on an ICE form will not identify the person who signed it as a judge or magistrate. If you are presented with a document and are unsure whether it is a judicial order, consult the Executive Director.

2. Authority to Withhold Citizenship or Immigration Status or Country of Birth Information

Oregon law allows OBMI to decline to disclose citizenship or immigration status or country of birth information except as required by a judicial order, or as required by state or federal law (other than federal immigration law).

However, employees of OBMI must disclose citizenship or immigration status or country of birth information if a judicial order, or if some other state or federal law (other than federal immigration law), requires the disclosure.

Citizenship or immigration status or country of birth information is any information concerning:

- Where a person was born; or
- Whether a person is a citizen of the United States; or
- Whether a person has lawful authority to be present in the United States.

This policy does not authorize OBMI to refuse to disclose citizenship or immigration status or country of birth information to the individual that the information is about, or to that individual's legal guardian. It does not authorize OBMI to refuse to disclose information that is not individually identifiable.

Oregon Board of Medical Imaging

Policy and Procedures

Agency	Subject	Policy Number		
Oregon Board of Medical Imaging	Recording Workplace Conversations	833	426	0044
Approved: Oregon Board of Medical Imaging		Effective Date: 1/25/26		
POLICY STATEMENT It is the policy of Oregon state government that mutual respect between managers, employees, temporary employees and volunteers is integral to the efficient conduct of business. To encourage open communication, free exchange of ideas, spontaneous and honest dialogue and an atmosphere of trust, Oregon state government prohibits the recording of workplace conversations between employees without the knowledge of all parties.				

APPLICABILITY

All employees and others working in an agency, where not in conflict with an applicable collective bargaining agreement.

ATTACHMENTS

None

DEFINITIONS

Employee: A person holding a full- or part-time permanent, limited duration, temporary, seasonal, or academic position in state service.

Others working in an agency: May include members of boards, commissions, councils, task forces, workgroups, advisory groups, volunteers, interns and other communities of interest.

Audio recording: A recording made by any electronic device or system capable of recording sound which may be stored and is capable of being reproduced.

Visual recording: A recording on any medium of still or moving visual images with or without audio which may be stored and is capable of being reproduced.

Authorized recording: A video or audio recording, or an automated transcription made by the agency as required by law, rule, or agency policy.

Automated transcription: A transcription made by any electronic device or system which may be stored and is capable of being reproduced (for example, a Microsoft Teams meeting transcription, Artificial Intelligence (AI) transcription, etc.).

Also refer to State HR Policy 10.000.01, Definitions.

POLICY

Unauthorized audio and visual recording in the workplace is disruptive to employee morale and inconsistent with the respectful behavior required of state employees.

(1) No employee may create audio, visual, or automated transcription records of person(s) during work time, while in work areas, or while conducting business of the state.

(a) Exceptions:

(A) Investigatory meetings

(B) Disciplinary process meetings

(C) Public meetings (under public meetings law)

(D) Situations where the appointing authority determines a legitimate business reason for the recording exists

(E) Conversations where an employee wishes to record the conversation and their supervisor approves. The reason for the approval must be given on a case-by-case basis and documented. The employee must provide the agency with a copy of the recording.

(F) Authorization is given by law enforcement

(G) Authorized building security and surveillance

(2) Recordings made in the workplace under section 1 may not be done without the knowledge of the other person(s).

(3) Any agency recording made in the workplace is the property of the state, may be subject to disclosure under applicable public records law, and must be stored and retained properly. Recordings made by employees may be subject to disclosure under applicable public records law.

(4) Violation of this policy may result in disciplinary action up to and including dismissal from state service.

(5) Nothing in this policy is intended to interfere with, infringe upon, or restrain employee rights under the Public Employee Collective Bargaining Act (PECBA).

(a) Audio or visual recordings made by labor organization representatives acting in their official capacity remain the property of the labor organization. Recordings may be subject to public records law.