

**BRAD AVAKIAN**  
COMMISSIONER



**CHRISTIE HAMMOND**  
DEPUTY COMMISSIONER

**BUREAU OF LABOR AND INDUSTRIES**

**BEFORE THE COMMISSIONER  
OF THE BUREAU OF LABOR AND INDUSTRIES  
OF THE STATE OF OREGON**

In the Matter of:

**MELISSA ELAINE KLEIN, dba  
SWEETCAKES BY MELISSA,**

and

**AARON WAYNE KLEIN, dba  
SWEETCAKES BY MELISSA, and, in  
the alternative, individually as an  
aider and abettor under ORS  
659A.406,**

Respondents.

Case Nos. **44-14 & 45-14**

FINDINGS OF FACT  
ULTIMATE FINDINGS OF FACT  
CONCLUSIONS OF LAW  
OPINION  
ORDER

**SYNOPSIS**

The Agency's Formal Charges alleged that Respondents refused to make a wedding cake for two Complainants based on their sexual orientation and that Respondents published and displayed a communication to that effect, in violation of ORS 659A.403 and ORS 659A.409. In addition, the Formal Charges alleged that Aaron Klein aided and abetted Melissa Klein in the commission of those violations. In this Final Order, the Commissioner concludes that: (1) A. Klein, acting on behalf of Sweetcakes by Melissa, refused to make a wedding cake for Complainants based on their sexual orientation, thereby violating ORS 659A.403; (2) M. Klein did not violate ORS 659A.403; and (3) A. Klein did not aid and abet M. Klein in violation of ORS 659A.406. The Commissioner reversed the ALJ's ruling on summary judgment motions that neither A. nor M. Klein violated ORS 659A.409 and held that both A. and M. Klein violated ORS 659A.409. The Commissioner held that, as partners, A. Klein and M. Klein are jointly and severally liable for all violations. The Commissioner awarded Complainants \$75,000 and \$60,000, respectively, in damages for emotional and mental suffering resulting from the denial of service.

1 **NOTE:** The procedural history of this case is extensive and includes the ALJ's lengthy  
2 ruling on Respondents' motion and the Agency's cross-motion for summary judgment.  
3 For ease of reading, all procedural facts, pre-hearing motions, and rulings on those  
4 motions are included as an Appendix to this Final Order. The Appendix immediately  
5 follows the "Order" section of this Final Order that bears the Commissioner's signature.

6 **IMPORTANT:** The Judicial Review Notice that customarily follows the "Order"  
7 section of Commissioner's Final Orders may be found on the last page of this Final  
8 Order.  
9

10 The above-entitled case came on regularly for hearing before Alan McCullough,  
11 designated as Administrative Law Judge ("ALJ") by Brad Avakian, Commissioner of the  
12 Bureau of Labor and Industries for the State of Oregon. The hearing was held at the  
13 Office of Administrative Hearings, located at 7995 S. W. Mohawk Street, Entrance B,  
14 Tualatin, Oregon. The evidentiary part of the hearing was conducted on March 10-13,  
15 and 17, 2015, and closing arguments were made on March 18, 2015.

16 The Bureau of Labor and Industries ("BOLI" or "the Agency") was represented by  
17 BOLI's chief prosecutor, Jenn Gaddis, and Cristin Casey, administrative prosecutor,  
18 both employees of the Agency. Paul Thompson, Complainants' attorney, was present  
19 throughout the hearing. Complainants Rachel Bowman-Cryer and Laurel Bowman-  
20 Cryer were both present throughout the hearing. Respondents Melissa Klein and Aaron  
21 Wayne Klein were both present throughout the hearing and were represented by  
22 Herbert Grey, Tyler Smith, and Anna Harmon, attorneys at law.

23 The Agency called the following witnesses: Rachel Bowman-Cryer, Laurel  
24 Bowman-Cryer, Cheryl McPherson, Aaron Cryer, Jessica Ponaman, Candice Ericksen,  
25 Laura Widener, Aaron Klein, and Melissa Klein.

1 Respondent called the following witnesses: Aaron Klein, Melissa Klein, and  
2 Rachel Bowman-Cryer.

3 At hearing, the forum received into evidence:

4 a) Administrative exhibits X1 through X95.

5 b) Agency exhibits A1 through A12, A23 (pp. 1-4), A25, and A27 through A29  
6 were received. Exhibit A30 was offered but not received.

7 c) Respondents' exhibits R2 (selected "posts" on pp. 3 and 9), R2 through  
8 R5, R6 (pp. 1-2), R7 through R12, R13 (pp. 7-18), R15, R16, R18 through R24, R26,  
9 R27, R28 (pp. 1-3, part of p. 4, pp. 14-28), R29, R30, R32, R33 (pp. 5-8), and R34  
10 through R41 were received. Exhibits R1, R14, and R17 were offered but not received.

11 Having fully considered the entire record in this matter, I, Brad Avakian,  
12 Commissioner of the Bureau of Labor and Industries, hereby make the following  
13 Findings of Fact (Procedural and on the Merits), Ultimate Findings of Fact,<sup>1</sup> Conclusions  
14 of Law, Opinion, and Order.

15  
16 **FINDINGS OF FACT – THE MERITS<sup>2</sup>**

17 1) LBC and RBC are both homosexual females. They met in 2004 while they  
18 attended the same college and considered themselves a "couple" for the 11 years  
19 preceding the hearing. They lived together in Texas until 2009, when they moved to  
20  
21

22 <sup>1</sup> The Ultimate Findings of Fact required by OAR 839-050-0370(1)(b)(B) are subsumed within the  
Findings of Fact – The Merits.

23 <sup>2</sup> Except for Finding of Fact #43 – The Merits, the findings of fact relevant to the forum's determination of  
24 whether Respondents violated ORS 659A.403, ORS 659A.406, and ORS 659A.409 are set out in the  
25 forum's ruling on Respondents' Renewed Motion for Summary Judgment and the Agency's Cross-Motion  
for Summary Judgment. See Finding of Fact #28 – Procedural, *supra*. They are duplicated in these  
Findings of Fact – The Merits only to the extent necessary to provide context to Complainants' claim for  
damages.

1 Portland, Oregon, and have lived together continuously since moving to Portland.  
2 (Testimony of LBC, RBC, McPherson)

3 2) LBC first asked RBC to marry her soon after they met and was turned  
4 down. LBC continued to propose on a regular basis until October 2012, when RBC  
5 finally agreed to marry her. (Testimony of RBC, LBC)

6 3) Before October 2012, RBC did not want to get married because of her  
7 personal experience of failed marriages that “tended to do more damage than good.”  
8 (Testimony of RBC, LBC, McPherson)

9 4) In November 2011, Complainants became foster parents for “E” and “A,”<sup>3</sup>  
10 two disabled children with very high special needs, after the death of their mother,  
11 LBC’s best friend. At the time, Complainants were already the children’s godparents.  
12 When they became the children’s foster parents, Complainants decided that they  
13 wanted to adopt the children. Subsequently, Complainants became involved in a bitter  
14 and emotional custody battle for the children with the children’s great-grandparents that  
15 continued until sometime after December 2013, when Complainants’ December 2013  
16 adoption application was formally approved by the state of Oregon.<sup>4</sup> (Testimony of  
17 LBC, RBC, McPherson)

18 5) In October 2012, RBC decided that she and LBC should get married in  
19 order to give their foster children “permanency and commitment” by showing them how  
20 much she and LBC loved one another and were committed to one another. RBC told  
21 LBC that she wanted to get married, which made LBC “extremely happy.” After her  
22 long-standing matrimonial reticence, RBC then became excited to get married and to  
23

24 <sup>3</sup> The forum uses the children’s first name initials instead of their full names to protect their privacy.

25 <sup>4</sup> Although it is undisputed that Complainants eventually adopted the children, there is no evidence as to what date the adoptions were finalized.

1 start planning the wedding, wanting a wedding that was as "big and grand" as they  
2 could afford. (Testimony of RBC, LBC)

3 6) Sometime between October 2012 and January 17, 2013, RBC and Cheryl  
4 McPherson ("CM"), RBC's mother, attended a Portland bridal show. MK had a booth at  
5 the show to advertise wedding cakes made by Sweetcakes by Melissa ("Sweetcakes").  
6 Two years earlier, Sweetcakes had designed, created, and decorated a wedding cake  
7 for CM and RBC that RBC really liked. At the show, RBC and CM visited Sweetcakes's  
8 booth and told MK they would like to order a cake from her. After the show, RBC made  
9 an appointment via email for a cake tasting at Sweetcakes. (Testimony of RBC, CM,  
10 MK; Ex. R16)

11 7) Complainants were both excited about the cake tasting at Sweetcakes  
12 because the cake Respondents had made for CM's wedding had been so good and  
13 RBC wanted to order a cake like CM's cake. (Testimony of RBC, A. Cryer)

14 9) On January 17, 2013, RBC and CM visited Sweetcakes's bakery shop in  
15 Gresham, Oregon for their cake tasting appointment, intending to order a cake for  
16 RBC's wedding to LBC. (Respondents' Admission; Affidavit of AK; Testimony of RBC,  
17 CM, AK)

18 9) In January 2013, AK and MK were alternately caring for their infant twins  
19 at their home. At the time of the tasting, MK was at home and AK conducted the  
20 tasting. During the tasting, AK asked for the names of the bride and groom, and RBC  
21 told him there would be two brides and their names were "Rachel and Laurel." At that  
22 point, AK stated that he was sorry, but that Sweetcakes did not make wedding cakes for  
23 same-sex ceremonies because of AK's and MK's religious convictions. In response,  
24 RBC began crying. She felt that she had humiliated her mother and was anxious  
25 whether CM was ashamed of her, in that CM had believed that being a homosexual was

1 wrong until only a few years earlier. CM then took RBC by the arm and walked her out  
2 of Sweetcakes to their car. On the way out to their car and in the car, RBC became  
3 hysterical and kept telling CM "I'm sorry" because she felt that she had humiliated CM.  
4 (Respondents' Admission; Affidavit of AK; Testimony of RBC, CM)

5 10) In the car, CM hugged RBC and assured her they would find someone to  
6 make a wedding cake. CM drove a short distance, then returned to Sweetcakes and re-  
7 entered Sweetcakes by herself to talk to AK. During their subsequent conversation, CM  
8 told AK that she used to think like him, but her "truth had changed" as a result of having  
9 "two gay children." AK quoted Leviticus 18:22 to CM, saying "You shall not lie with a  
10 male as one lies with a female; it is an abomination." CM then left Sweetcakes and  
11 returned to the car. While CM was in Sweetcakes, RBC remained sitting in the car,  
12 "holding [her] head in her hands, just bawling." (Affidavit of AK; Testimony of RBC, CM)

13 11) When CM returned to the car, she told RBC that AK had told her that "her  
14 children were an abomination unto God." (Testimony of RBC; CM)

15 12) When CM told RBC that AK had called her "an abomination," this made  
16 RBC cry even more. RBC was raised as a Southern Baptist. The denial of service in  
17 this manner made her feel as if God made a mistake when he made her, that she  
18 wasn't supposed to be, and that she wasn't supposed to love or be loved, have a family,  
19 or go to heaven. (Testimony of RBC)

20 13) CM and RBC then drove home. RBC was crying when they arrived home  
21 and immediately went upstairs to her bedroom, followed by LBC and CM, where she lay  
22 in her bed, crying.<sup>5</sup> In the bedroom, LBC asked CM what had happened, and CM told  
23

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24 <sup>5</sup> RBC credibly testified as follows:

25 "I was beyond upset. I just wanted everybody to leave me alone. I couldn't face looking at my  
mom, and I didn't even know if I still wanted to go through with getting married anymore. So I just  
told everybody to leave me alone as much as possible, and I went to my room."

1 her that AK had told them that Sweetcakes did “not do same-sex weddings” and that AK  
2 had told CM that “your children are an abomination.” LBC was “flabbergasted” at AK’s  
3 statement about same-sex weddings. This upset her and made her very angry.  
4 (Testimony of RBC, LBC, CM)

5 14) LBC, who was raised as a Catholic, recognized Klein’s statement as a  
6 reference from Leviticus. She was “shocked” to hear that AK had referred to her as an  
7 “abomination,” and thought CM may have heard wrong. She took the denial of service  
8 in this manner to mean “...this is a creature not created by God, not created with a soul;  
9 they are unworthy of holy love; they are not worthy of life.” She immediately thought  
10 that this never would have happened if she had not asked RBC to marry her and felt  
11 shame because of it. She also worried that this might negatively impact CM’s  
12 acceptance of RBC’s sexual orientation. (Testimony of LBC)

13 15) LBC, who had always viewed herself as RBC’s protector, got into bed with  
14 RBC and tried to soothe her. RBC became even more upset and pushed RBC away.  
15 In response, LBC lost her temper and started yelling that she “could not believe this had  
16 happened” and that she could “fix” things if RBC would just let her. After LBC left the  
17 room, RBC continued crying and spent much of that evening in bed. (Testimony of  
18 RBC, LBC, CM)

19 16) Back downstairs, E, the older of Complainants’ foster daughters was  
20 extremely agitated from events at school that day. LBC tried to calm her, but she  
21 refused to be calmed, repeatedly calling out for RBC, with whom she had a special  
22 bond. Eventually, E cried herself to sleep. LBC’s inability to calm E was very frustrating  
23 to her. She felt overwhelmed because she didn’t know how to handle the situation.  
24 That night, LBC was very upset, cried a lot, and was hurt and angry. (Testimony LBC,  
25 A. Cryer)

1           17) After CM returned home on January 17, 2013, she telephoned "Lauren" at  
2 the West End Ballroom ("WEB"), the venue where Complainants planned to have their  
3 commitment ceremony, and told Lauren that Sweetcakes had refused them cake  
4 service for their wedding. CM also posted a review on Sweetcakes Facebook wedding  
5 page and on another wedding website with a message stating: "If you're a gay couple  
6 and having a commitment ceremony or wedding, don't go to this place because they  
7 discriminate against gay people." (Testimony of CM; Ex. R22)

8           18) At 8:22 p.m. on January 17, 2013, Lauren from WEB emailed RBC and  
9 LBC to say she had heard from CM and wanted to know the details of the refusal at  
10 Sweetcakes. (Testimony of LBC; Ex. R32)

11           19) At 9:10 p.m. on January 17, 2013, RBC sent a return email to Lauren at  
12 WEB in which she stated:

13           "Hi Lauren,

14           "I am sorry to have to bring this to your attention. I want to assure you that we  
15 would have gone with Sweet Cakes regardless (sic) of your recommendation,  
16 because we purchased my mother's wedding cake from them and were very  
17 happy with the cake. My girlfriend and I purchased my mother's cake as a  
wedding gift for her. At that time Melissa said nothing about not wanting to work  
for us because we were gay.

18           "I even spoke with them at the Portland Wedding Show and made an  
19 appointment then for 1pm today. When we showed up for the appointment it was  
20 with Melissa's husband. I did not catch his name because the appointment did  
21 not last long enough for me to ask. He took us in the office and asked what the  
22 bride and groom names were. When we told him that our names were Rachel  
23 and Laurel, he quickly said that they don't do gay weddings because they are  
Christians and don't believe same-sex marriage is right. My mother asked why  
they had no problem taking my money when I purchased her cake. She told them  
that we are a christian family as well and that she used to believe like he believed  
until God blessed her with two gay children.

24           "I was stunned and crying. This is twice in this wedding process that we have  
25 faced this kind of bigotry. It saddens me because we moved from Texas so that  
my brother and I could be more accepted in the community.



1 "We wanted to inform you of all of this because you have a right to know so that  
2 other same-sex couples don't have to go through this in the future. It surprisingly  
3 that both the West End Ballroom and the caterers we chose, Premier Catering,  
4 reccommend (sic) Sweet Cakes and yet neither mentioned to us that they don't  
do gay weddings. I figure that this must be because no one ever speaks up to let  
you know. I didn't want to let this pass without saying something.

5 "My fiancé and I have been together for 10 years. We are adopting our two foster  
6 children and wanted to get married as a sign of our commitment to each other  
7 and the family that we are creating. It saddens me that my children will grow up  
8 in a world where people are an abomination because they love each other. It is  
my responsibility to set an example for them that you should speak up when you  
see injustice because that is how we make progress.

9 "Thank you for your fast response to both my mother and I. I realize that you are  
10 not responsible for their poor behavior, and thank you for your understanding. If  
there is anymore info that I can provide for you please let me know.

11 "Sincerely,  
12 Rachel Cryer & Laurel Bowman"

13 (Testimony of LBC; Ex. R32)

14 20) Later that same evening, LBC filled out an "Oregon Department of Justice  
15 ("DOJ") Consumer Complaint Form," using her smart phone to access DOJ's website.  
16 In hard copy,<sup>6</sup> the complaint was two pages long. On the first page, she provided her  
17 name, address, phone number and email address, Sweetcakes's name, address, and  
18 phone number. On the first page, immediately above the space where LBC wrote her  
19 name, the following text was printed:

20 "By submitting this complaint, I understand a) this complaint will become part of  
21 DOJ's permanent records and is subject to Oregon's Public Records Law; b) this  
22 complaint may be released to the business or person about whom I am  
23 complaining; c) this complaint may be referred to another governmental agency.  
24 By submitting this complaint, I authorize any party to release to the DOJ any  
25 information and documentation relative to this complaint."

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<sup>6</sup> The record lacks substantial evidence to establish what the digital format for the complaint form looked like, but Ex. R3 is a hard copy of the complaint that Respondents received. The forum relies on that copy in describing the contents and format of the complaint.

1 This public records disclaimer was not visible on LBC's smart phone view of DOJ's  
2 form. On the second page, LBC described the details of her complaint as follows:

3 "In november of 2011 my fiance and I purchased a wedding cake from this  
4 establishment for her mother's wedding. We spent 250. When we decided to get  
5 married ourselves chose to back and purchase a second cake. Today, January  
6 17, 2013, we went for our cake tasting. When asked for a grooms name my  
7 soon to be mother in law informed them of my name. The owner then proceeded  
8 to say we were abominations unto the lord and refused to make another cake for  
9 us despite having already paid 250 once and having done business in the past.  
10 We were then informed that our money was not equal, my fiancé reduced to  
11 tears. This is absolutely unacceptable."

12 (Testimony of LBC; Exhibit R3)

13 21) Aaron Cryer, RBC's brother, also lived with Complainants at this time.  
14 Later on the evening of January 17, 2013, he arrived home from school and work and  
15 he and Complainants had a 30 minute conversation about what happened at  
16 Sweetcakes that day. (Testimony of A. Cryer)

17 22) On January 18, 2013, RBC felt depressed and questioned whether there  
18 was something inherently wrong with the sexual orientation she was born with and if  
19 she and LBC deserved to be married like a heterosexual couple. She spent most of her  
20 day in her room, trying to sleep. (Testimony of RBC)

21 23) In the days following January 17, 2013, RBC had difficulty controlling her  
22 emotions and cried a lot, and Complainants argued because of RBC's inability to control  
23 her emotions. They had not argued previously since moving to Oregon. RBC also  
24 became more introverted and distant in her family relationships. She and A. Cryer,  
25 have always been very close, and their connection was not as close "for a little bit" after  
January 17, 2013. RBC questioned whether she had the ability to be a good mother  
because of the difficulty she was having in controlling her emotions. A week later, RBC  
still felt "very sad and stressed," felt concerned about still having to plan her wedding,  
and felt less exuberant about the wedding. Previous to that time, she had been "very

1 friendly and happy” in her communications with Candice Ericksen, A and E’s great aunt,  
2 about her wedding. After January 17, 2013, although RBC relied on CM to contact  
3 potential wedding vendors, she experienced anxiety over possible rejection because her  
4 wedding was a same-sex wedding. (Testimony of RBC, LBC, CM, A. Cryer, Ericksen)

5 24) In the days following January 17, 2013, LBC experienced extreme anger,  
6 outrage, embarrassment, exhaustion, frustration, intense sorrow, and shame as a  
7 reaction to AK’s refusal to provide a cake. She felt sorrow because she couldn’t  
8 console E, she could not protect RBC, and because RBC was no longer sure she  
9 wanted be married. Her excitement about getting married was also lessened because  
10 she was not sure she could protect RBC if any similar incidents occurred. (Testimony of  
11 RBC, LBC, Ericksen)

12 25) After January 17, 2013, CM assumed the responsibility for contacting the  
13 vendors who would be needed for Complainants’ ceremony. Shortly thereafter, she  
14 arranged for a cake tasting at Pastry Girl (“PG”), another local bakery. While making  
15 the appointment, CM asked Laura Widener, PG’s owner/baker, if she was okay with  
16 providing a cake for a same-sex wedding ceremony. Widener assured her that this was  
17 not a problem. (Testimony of RBC, CM, Widener; Ex. R4)

18 26) On January 21, 2013, CM and RBC went to PG and met with Widener.  
19 While at PG, CM and RBC were both anxious, and CM did most of the talking, while  
20 RBC tried not to cry until they started talking about the design of the cake. At that point,  
21 RBC became more animated and was able to explain the design she wanted on the  
22 cake. By the end of the meeting, the design they settled on was a cake with three tiers  
23 that had a peacock’s body on top and the peacock’s tail feathers trailing down over tiers  
24 to the cake plate. When completed, the peacock and its feathers were hand-created  
25

1 and hand-painted by Widener. Widener charged Complainants \$250 for the cake.

2 (Testimony of Widener, RBC, CM)

3 27) Respondents would have charged \$600 for making and delivering the  
4 same cake. (Testimony of AK)

5 28) On January 28, 2013, DOJ mailed a copy of LBC's Consumer Complaint  
6 to Respondents, along with a cover letter. In pertinent part, DOJ's cover letter stated:

7  
8 "We have received the enclosed consumer complaint about your business. We  
9 understand that there are often two sides to a problem, and we would appreciate  
your prompt review of this matter.

10 "We do not represent the complainant. We do, however, review all complaints to  
11 determine whether grounds exist to warrant action by us. Your response to the  
allegations in the complaint would help us to make that determination.

12 "In the interest of efficiency, we prefer that you respond directly to the  
13 complainant and e-mail copy of the response to our office. Please include the file  
14 number shown above on the subject line of your e-mail. Alternatively, you may  
respond to us by regular mail."

15 On January 29, AK posted a copy of the first page of LBC's DOJ complaint on his  
16 Facebook page, prefaced by his comment "[t]his is what happens when you tell gay  
17 people you won't do their 'wedding cake.'" At that time, AK only had 17 "friends" on his  
18 Facebook page. (Testimony of LBC, AK; Exs. R3, A4)

19 29) On the same day that AK posted LBC's DOJ complaint, LBC received an  
20 email telling her of the posting and that she should look at it. LBC did so, then called  
21 Paul Thompson, Complainants' attorney in this proceeding. Later that day, the posting  
22 was removed. (Testimony of LBC, AK)

23 30) On February 1, 2013, LBC went to the emergency room of a local hospital  
24 at approximately 8:00 p.m. because of an injury to her shoulder that she had suffered  
25 three weeks earlier when lifting one of her foster children above her head when they

1 were playing. While in the hospital, she became aware that AK's refusal to make their  
2 wedding cake was on the news. This made her very upset and she cried when she was  
3 examined by a doctor, telling the doctor that she had an "unpleasant interaction with a  
4 business owner, and now this information is on the news." (Testimony of LBC; Exs. A6,  
5 R7)

6 31) On February 1, 2013, RBC became aware that the media was aware of  
7 AK's refusal to make a wedding cake for Complainants when she received a telephone  
8 call from Lars Larson, an American conservative talk radio show host based in Portland,  
9 Oregon, who told her that he had spoken with AK and wanted to see what RBC "had to  
10 say about the pending case." RBC refused to talk with Larson and called LBC, who was  
11 at the hospital having her shoulder examined. (Testimony of RBC, LBC)

12 32) As soon as they became aware that LBC's DOJ complaint had become  
13 public knowledge through the media, both Complainants greatly feared that E and A  
14 would be taken away from them by the state of Oregon's foster care system.<sup>7</sup> Earlier,  
15

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16 <sup>7</sup> The level of Complainants' concern over their foster parent status was vividly illustrated in RBC's and  
17 LBC's testimony on direct examination by the Agency:

18 **R. Bowman-Cryer**

19 Q: "So how did you react? How did you react to hearing about your case, I guess, or your situation in the  
20 news?"

21 A: "My first concern was that nobody could know that we had these children and that whatever we did  
22 had to be to protect them. We did not want their names in the media. We did not want any information  
23 about them or our foster parent status or the status of their case to be public knowledge to anyone."

24 **L. Bowman-Cryer**

25 Q: "Was the fear from that initial media release ever lessened for you?"

A: "No, ma'am. That fear was paramount to everything."

Q: "When you say paramount, was it greater for you than the actual refusal of service?"

A: "At that point in time, yes, ma'am."

Q: "Did you still feel emotional effects from the refusal of service?"

A: "Absolutely, yes, ma'am. My children were still suffering. My wife was still suffering, and that was  
tearing me apart."

1 they had been instructed that it was their responsibility to make sure that the girls'  
2 information was protected and that the state would "have to readdress placement" of the  
3 girls with Complainants if any information was released concerning the girls.  
4 (Testimony of RBC, LBC)

5 33) Based on the media or potential media exposure about the case after  
6 February 1, 2013, LBC's headaches increased. She felt intimidated and became  
7 fearful. (Testimony of LBC; Ex. A12)

8 34) At some point after February 1, 2013, one of RBC's Facebook "friends"  
9 saw an article about the case in her local Florida paper and posted it on Facebook,  
10 adding in her comments that RBC and LBC had children. RBC immediately responded,  
11 writing: "Jessica – I know you were trying to defend us, but you released information  
12 about our kids. The public doesn't know we have kids; that is the whole point of being  
13 silent. Please remove your comment immediately." RBC's "friend" responded and said  
14 she removed her comment as soon as she read RBC's response. (Testimony of RBC;  
15 Ex. A26)

16 35) On February 8, 2013, Paul Thompson sent a letter regarding  
17 Complainants and their situation to the following media sources: KGW, KOIN, The  
18 Oregonian, OPB, KATU, KPTV, the Lars Larson Radio Show, The Wall Street Journal,  
19 Willamette Week, and Reuters. The letter read as follows:

20 "Members of the Media:

21 "I would like to begin by thanking each of you for your interest in this story. As  
22 you know, I represent the lesbian couple who were denied a wedding cake by  
23 Sweet Cakes by Melissa. I ask that their names not be printed in regards to this  
statement, as they would appreciate privacy in this matter.

24 "The Press Release reads:  
25

1 "We are grateful for the outpouring of support we have received from friends,  
2 family, members of the LGBT community, and our allies. We are especially  
3 thankful that LGBT-supportive companies have graciously offered their services  
4 to make our special day perfect.

5 "At this time, the support of the community and other well-wishers is all we  
6 require. We ask that individuals and companies that want to provide support,  
7 direct their donations in our name to Pride Northwest, our pride organization in  
8 Portland, Oregon. They have accepted our request to direct donations and gifts  
9 to further awareness of issues affecting the LGBT community, including marriage  
10 equality and families. Interested parties can contact Cory L. Murphy of Pride  
11 Northwest with any questions. \* \* \*

12 "We have decided to accept the gracious offer from Mr. Duff Goldman of Charm  
13 City Cakes and the TV show 'Ace of Cakes.' At the time Mr. Goldman made his  
14 offer we had already contracted with and paid for another local bakery, Pastrygirl,  
15 to make our wedding cake. It is extremely important to us to honor that contract.  
16 With that in mind we have humbly asked Mr. Goldman and Charm City Cakes to  
17 prepare a Bride's cake for us in place of the traditional Groom's cake. We are  
18 grateful to both bakeries for being a part of making our wedding date incredibly  
19 special.

20 "While we are humbled by the support and mindful of people's interest, this  
21 matter has placed us in the media spotlight against our wishes. In order to  
22 maintain our privacy, we will not be granting interviews and are asking everyone  
23 to respect our privacy at this time.

24 "Please direct any media inquiries to our attorney, Paul Thompson[.]"

25 (Exs. A7, R28)

36) On February 9, 2013, there was an organized protest outside  
Respondents' bakery that was reported by KATU.com. The protest was organized by a  
person or persons who started a Facebook page called  
"BoycottSweetCakesByMelissaGRESHAM" ("Boycott") on February 6, 2013, and posted  
a photo from KATU.com that shows "protesters gathered Saturday outside a Gresham  
bakery that's at the center of a wedding cake controversy." Complainants were not  
involved in the protest or subsequent boycott. However, on February 10, 2013, both  
Complainants made comments on Boycott's Facebook page in which they indirectly

1 identified themselves as the persons who sought the wedding cake and thanked people  
2 for their support. (Exs. R9, R13)

3 37) On February 8, 2013, Herbert Grey, Respondents' lead counsel in this  
4 case, sent a letter to DOJ that responded to LBC's January 17, 2013, consumer  
5 complaint. In the letter, Grey identified himself as representing Respondents  
6 concerning the complaint filed by "Laurel Bowman" and addressed the issues raised in  
7 the complaint. Grey also cc'd a copy of his letter to LBC. (Ex. R10)

8 38) On February 12, 2013, DOJ emailed a copy of LBC's DOJ consumer  
9 complaint to a number of media sources, along with a note stating:

10 "Hey everyone,

11 "Please pardon the mob email. But it seems the most efficient and fair thing to  
12 do. Attached is the initial Sweet Cakes complaint as well as the newly received  
13 response from the bakery owners' lawyer. The other new development is that  
14 the complainants have informed the DOJ and BOLI that they plan on filing a  
15 complaint with BOLI. That has yet to happen as early this afternoon. But we're  
16 told it's the plan. At that point, the DOJ's involvement in the saga will end."

17 On February 13, 2013, this email was forwarded to Herb Grey, Respondents' attorney,  
18 by Tony King, the executive producer of the Lars Larson Show. (Ex. R15)

19 39) After LBC's DOJ complaint was publicized in the media, Complainants  
20 both had negative confrontations from relatives who learned about their complaint  
21 against Respondents through the media. In January 2013, LBC had just begun to re-  
22 establish a relationship with an aunt who had physically and emotionally abused her as  
23 a child and also owned all of the family property. Shortly after LBC's complaint became  
24 public, the aunt insisted through social media that LBC drop the complaint. She also  
25 called LBC and told her she was not welcome on family property and she would shoot  
LBC "in the face" if LBC ever set foot on the family's property in Ireland or the United  
States. This threat "devastated" LBC, as it meant she could not visit her mother or



1 grandmother, both of whom lived on family property. RBC's sister, who believed that  
2 homosexuals should not be allowed to get married, wrote a Facebook message to the  
3 Kleins to tell them that she supported them. This was a "crushing blow" to RBC, and it  
4 hurt her and made her very angry at her sister. (Testimony of LBC, RBC, CM; Ex. A16)

5 40) On June 27, 2013, Complainants had a commitment ceremony at the  
6 West End Ballroom, a venue located at 1220 S.W. Taylor in downtown Portland. On the  
7 day of the ceremony, the words "ROMANCE BY CANDLELIGHT – STARRING  
8 RACHEL AND LAUREL – JUNE 27, 2013" were posted on a large billboard on the  
9 street-facing wall of the WEB. Only invited guests were allowed to attend the  
10 ceremony. Just prior to the ceremony, Duff Goldman's free cake was delivered by an  
11 incognito motorcyclist. At the ceremony, Complainants and their guests celebrated with  
12 their cakes from Pastry Girl and Goldman. After the ceremony, Complainants  
13 considered themselves to be married even though they could not be legally married in  
14 the state of Oregon at that time. (Testimony of RBC, LBC, Widener; Exs. R18, R19)

15 41) On August 8, 2013, RBC filed a verified complaint with BOLI alleged that  
16 Sweetcakes by Melissa had discriminated against her by refusing to make her a  
17 wedding cake because of her sexual orientation. (Testimony of RBC; Ex. A27)

18 42) On August 14, 2013, BOLI's Communications Director issued a press  
19 release related to RBC's complaint. The first paragraph read: "Portland, OR – A same-  
20 sex couple has filed an anti-discrimination complaint with the Oregon Bureau of Labor  
21 and Industries (BOLI) against a Gresham bakery, Sweet Cakes by Melissa, for allegedly  
22 refusing service based on sexual orientation." (Ex. R20)

23 43) During the CBN video interview described in Finding of Fact #12 in the  
24 ALJ's Summary Judgment Ruling, CBN broadcast a picture of a handwritten note taped  
25 on the inside of a front window at Sweetcakes' bakery in Gresham. The note read:

1 "Closed but still in business. You can reach me by email or facebook.  
2 [www.sweetcakesweb.com](http://www.sweetcakesweb.com) or Sweetcakes by Melissa facebook page. New  
3 phone number will be provide on my website and facebook. This fight is not  
4 over. We will continue to stand strong. Your religious freedom is becoming not  
free anymore. This is ridiculous that we cannot practice our faith. The LORD is  
good and we will continue to serve HIM with all our heart. [heart symbol]"

5 (Ex. 1-I, Respondents' Motion for Summary Judgment)

6 44) On November 7, 2013, LBC filed a verified complaint with BOLI alleging  
7 that Sweetcakes by Melissa had discriminated against her by refusing to make her a  
8 wedding cake because of her sexual orientation. (Testimony of LBC; Ex. A28)

9 45) On January 17, 2014, BOLI's Communications Director issued a press  
10 release that began and ended with the following statements:

11 **"BOLI finds substantial evidence of unlawful discrimination in bakery civil rights complaint**  
12 *Sweet Cakes complaint will now move into conciliation to determine whether settlement can be  
reached*

13 "Portland, OR – A Gresham bakery violated the civil rights of a same-sex couple  
14 when it denied service based on sexual orientation, a Bureau of Labor and  
Industries (BOLI) investigation has found.

15 "The couple filed the complaint against Sweetcakes by Melissa under the Oregon  
16 Equality Act of 2007, a law that protects the rights of gays, lesbians, bisexual and  
transgender Oregonians in employment, housing and public places.

17 \* \* \* \* \*

18 "Copies of the complaint are available upon request. \* \* \*"

19  
20 (Ex. R24)

21 46) Complainants were legally married by signing a "legal document of  
22 marriage" in 2014, a few days after Oregon's ban on same-sex marriage was struck  
23 down in federal court. (Testimony of RBC)

24 47) From February 1, 2013, until the time of the hearing, many people have  
25 made "hate-filled" comments through social media and in the comments sections of

1 various websites that were supportive of Respondents and critical of or threatening to  
2 Complainants. These comments and the media attention caused RBC stress, anger,  
3 pain, frustration, suffering, torture, shame, humiliation, degradation, fear that she would  
4 be harassed at home because the DOJ complaint with Complainants' home address  
5 had been posted on Facebook, and the feeling that her reputation was being destroyed.  
6 (Testimony of RBC, LBC, CM; Ex. A24)

7 48) The publicity from the case and accompanying threats from third parties  
8 on social media made RBC "scared" for the lives of A, E, LBC, and herself. (Testimony  
9 of RBC)

10 49) Although AK has been interviewed by the media on a number of  
11 occasions about the case, he did not initiate any contacts with the media. Other than  
12 posting LBC's DOJ complaint on his Facebook page, there is no evidence that AK gave  
13 Complainants' names to the media. Finally, there is no evidence in the record of any  
14 untruthful statements that AK or MK made to public media regarding their case.<sup>8</sup>  
15 (Testimony of AK; Entire Record)

16 50) Except for Paul Thompson's February 8, 2013, press release,  
17 Complainants have never solicited media attention nor been interviewed by the media  
18 with regard to this case. (Testimony of RBC, LBC)

19 51) Candice Ericksen, Laura Widener, Melissa Klein, Jessica Ponaman, and  
20 Aaron Cryer were credible witnesses and the forum has credited their testimony in its  
21 entirety. (Testimony of Ericksen, Widener, M. Klein, RBC, Ponaman)

22

23

24 <sup>8</sup> Complainants testified that they were upset by Respondents' repeated untruthful statements about them  
25 in the media, but did not testify as to any specific incident in which Respondents made untruthful  
statements of which they were aware and the Agency presented no other evidence of any such  
statements.

1           52) For the most part, CM's testimony was credible, even though her answers  
2 frequently strayed from the subject of the questions. However, the forum did not believe  
3 her earlier statements to Ponaman that RBC was "throwing up" because she was so  
4 nervous and that "for days [RBC] couldn't get out of bed" because RBC did not testify to  
5 those facts and because RBC spent 30 minutes talking with LBC and A. Cryer the night  
6 of January 17, 2013, and went to a cake tasting at Pastry Girl on January 21, 2013.  
7 Due to these exaggerations, the forum has only credited CM's testimony when it was  
8 either (a) undisputed, or (b) disputed but corroborated by other credible testimony.  
9 (Testimony of CM)

10           53) AK was a credible witness except for his testimony that he did not realize  
11 that LBC's name and address were on the DOJ complaint that he posted on his  
12 Facebook page. LBC's name, address, and phone number are conspicuously printed  
13 on the complaint immediately above Sweetcakes's name, address, and phone number,  
14 and the forum finds it extremely unlikely that AK would have posted the complaint  
15 without reading it, particularly since he posted a comment immediately above it that  
16 read: "This is what happens when you tell gay people you won't do their 'wedding'  
17 cake." Apart from that testimony, the forum has credited AK's testimony in its entirety.  
18 (Testimony of AK)

19           54) RBC was an extremely emotional witness who was in tears or close to  
20 tears during most of her testimony. Despite her emotional state, she answered  
21 questions directly in a forthright manner. She did not try to minimize the effect of media  
22 exposure on her emotional state as compared to how the denial of service affected her.  
23 The forum has credited RBC's testimony about her emotional suffering in its entirety.  
24 However, the forum has only credited her testimony about media exposure when she  
25 testified about specific incidents. (Testimony of RBC)

1           55) LBC was a very bitter and angry witness who had a strong tendency to  
2 exaggerate and over-dramatize events. On cross examination, she argued repeatedly  
3 with Respondents' counsel and had to be counseled by the ALJ to answer the questions  
4 asked of her instead of editorializing about the denial of service and how it affected her.  
5 Her testimony was inconsistent in several respects with more credible evidence. First,  
6 she testified that she had a "major blowout" and "really bad fight" with A. Cryer between  
7 January 17 and January 21, 2013. In contrast, A. Cryer testified, when asked if he  
8 fought with LBC, "I wouldn't say we fought." He also testified that this case did not  
9 affect his relationship with LBC. Second, she testified that her blood pressure spiked in  
10 the hospital to 210/165 on February 1, 2013, when she learned that her DOJ complaint  
11 had hit the media, requiring the immediate attention of a doctor and four nurses. Her  
12 treating doctor's report notes that she was upset and crying about her situation hitting  
13 the news, but there is no mention of a blood pressure spike. Third, she testified that the  
14 media were standing outside her and RBC's apartment on February 1, 2013, when she  
15 talked to RBC from the hospital. RBC, who was at the apartment at that time, testified  
16 that the media were not outside their apartment at that time. Fourth, LBC testified that  
17 RBC stayed in bed the rest of the day after she returned from the cake tasting at  
18 Sweetcakes. In contrast, A. Cryer testified that he, LBC, and RBC had a 30 minute  
19 conversation that evening. Like RBC, the forum has only credited her testimony about  
20 media exposure when she testified about specific incidents. The forum has only  
21 credited LBC's testimony when it was either (a) undisputed, or (b) disputed but  
22 corroborated by other credible testimony. (Testimony of LBC)

## CONCLUSIONS OF LAW

1  
2 1) At all times material herein, Respondents AK and MK owned and operated  
3 a bakery in Gresham, Oregon as a partnership under the assumed business name of  
4 Sweetcakes by Melissa.

5 2) At all times material herein, Sweetcakes by Melissa was a "place of public  
6 accommodation" as defined in ORS 659A.400.

7 3) At all times material herein, AK and MK were individuals and "person[s]"  
8 under ORS 659A.010(9), ORS 659A.403, ORS 659A.406, and ORS 659A.409.

9 4) At all times material herein, Complainants' sexual orientation was  
10 homosexual.

11 5) AK denied the full and equal accommodations, advantages, facilities and  
12 privileges of Sweetcakes by Melissa to Complainants based on their sexual orientation,  
13 thereby violating ORS 659A.403.

14 6) AK did not violate ORS 659A.406.

15 7) AK and MK violated ORS 659A.409.

16 8) Complainants suffered emotional and mental suffering as a result of AK's  
17 violation of ORS 659A.403.

18 9) As partners, AK and MK are jointly and severally liable for AK's violation of  
19 ORS 659A.403 and their joint violations of ORS 659A.409

20 10) The Commissioner of the Bureau of Labor and Industries has jurisdiction  
21 over the persons and of the subject matter herein and the authority to eliminate the  
22 effects of any unlawful practices found. ORS 659A.800 to ORS 659A.865.

23 11) Pursuant to ORS 659A.850 and ORS 659A.855, the Commissioner of the  
24 Bureau of Labor and Industries has the authority under the facts and circumstances of  
25 this case to issue an appropriate cease and desist order. The sum of money awarded

1 to Complainants and the orders to cease and desist violating ORS 659A.403 and ORS  
2 659A.409 are an appropriate exercise of that authority.

## 3 4 OPINION

### 5 Introduction

6 In his ruling on Respondents' motion and the Agency's cross-motion for summary  
7 judgment, the ALJ concluded that Respondents did not violate ORS 659A.409.<sup>9</sup> This  
8 final order reverses that decision. The following discussion explains why.

9 ORS 659A.409 provides, in pertinent part:

10 “\* \* \* [I]t is an unlawful practice for any person acting on behalf of any place of  
11 public accommodation as defined in ORS 659A.400 to publish, circulate, issue or  
12 display, or cause to be published, circulated, issued or displayed, any  
13 communication, notice, advertisement or sign of any kind to the effect that any of  
14 the accommodations, advantages, facilities, services or privileges of the place of  
public accommodation will be refused, withheld from or denied to, or that any  
discrimination will be made against, any person on account of \* \* \* sexual  
orientation[.]”

15 The first paragraph in section IV of the Agency's Charges<sup>10</sup> alleges that  
16 “Respondents published, issued \* \* \* a communication, notice \* \* \* that its  
17 accommodation, advantages \* \* \* would be refused, withheld from or denied to, or that  
18 discrimination would be made against, a person on account of his or her sexual  
19 orientation.” In subparagraphs “a” and “c,” the Agency identifies ORS 659A.409 as the  
20 statute that was allegedly violated. Earlier in the Charges, the Agency identified  
21 statements made by AK that were broadcast on CBN television on September 2, 2013,

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22  
23 <sup>9</sup> See Finding of Fact #28 – Procedural, *infra*. In the ALJ's ruling on the motions for summary judgment, he noted that the Agency did not allege that AK violated ORS 659A.409, but did not consider this paragraph. See footnote 26.

24 <sup>10</sup> Section IV is prefaced by the caption “UNLAWFUL PRACTICE: DISCRIMINATION BY PUBLICATION,  
25 CIRCULATION, ISSUANCE, OR DISPLAY OF A COMMUNICATION, NOTICE, ADVERTISEMENT, OR  
SIGN OF A DENIAL OF ACCOMMODATIONS, ADVANTAGES, FACILITIES, SERVICES OR  
PRIVILEGES BY A PLACE OF PUBLIC ACCOMMODATION BASED ON SEXUAL ORIENTATION.”

1 and on the radio on February 13, 2014, that allegedly communicated an intent to  
2 discriminate based on sexual orientation. The full text of the relevant part of the CBN  
3 broadcast is reprinted below:

4 **A. Klein:** 'I didn't want to be a part of her marriage, which I think is wrong.'

5 **M. Klein:** 'I am who I am and I want to live my life the way I want to live my life  
6 and, you know, I choose to serve God.'

7 **A. Klein:** 'It's one of those things where you never want to see something you've  
8 put so much work into go belly up, but on the other hand, um, I have faith in the  
9 Lord and he's taken care of us up to this point and I'm sure he will in the future.'  
(*September 2, 2013, CBN interview*)

10 The Agency's cross-motion for summary judgment also singles out the text on a  
11 handwritten sign that was shown taped to the inside of Sweetcakes' front window during  
12 the CBN broadcast:

13 "Closed but still in business. You can reach me by email or facebook.  
14 [www.sweetcakesweb.com](http://www.sweetcakesweb.com) or Sweetcakes by Melissa facebook page. New  
15 phone number will be provided on my website and facebook. This fight is not  
16 over. We will continue to stand strong. Your religious freedom is becoming not  
17 free anymore. This is ridiculous that we cannot practice our faith. The LORD is  
18 good and we will continue to serve HIM with all our heart. [heart symbol]"

19 The full text of the relevant part of the Perkins' broadcast is reprinted below:

20 **Perkins:** '\* \* \* Tell us how this unfolded and your reaction to that.'

21 **Klein:** 'Well, as far as how it unfolded, it was just, you know, business as usual.  
22 We had a bride come in. She wanted to try some wedding cake. Return  
23 customer. Came in, sat down. I simply asked the bride and groom's first name  
24 and date of the wedding. She kind of giggled and informed me it was two brides.  
25 At that point, I apologized. I said "I'm very sorry, I feel like you may have wasted  
your time. You know we don't do same-sex marriage, same-sex wedding cakes."  
And she got upset, noticeably, and I understand that. Got up, walked out, and  
you know, that was, I figured the end of it.'

**Perkins:** 'Aaron, let me stop you for a moment. Had you and your wife, had you  
talked about this before; is this something that you had discussed? Did you  
think, you know, this might occur and had you thought through how you might  
respond or did this kind of catch you off guard?'



1       **Klein:** ‘You know, it was something I had a feeling was going to become an  
2 issue and I discussed it with my wife when the state of Washington, which is right  
3 across the river from us, legalized same-sex marriage and we watched  
4 Masterpiece Bakery going through the same issue that we ended up going  
5 through. But, you know, it was one of those situations where we said “well I can  
6 see it is going to become an issue but we have to stand firm. It’s our belief and  
7 we have a right to it, you know.” I could totally understand the backlash from the  
8 gay and lesbian community. I could see that; what I don’t understand is the  
9 government sponsorship of religious persecution. That is something that just  
10 kind of boggles my mind as to how a government that is under the jurisdiction of  
11 the Constitution can decide, you know, that these people’s rights overtake these  
12 people’s rights or even opinion, that this person’s opinion is more valid than this  
13 person’s; it kind of blows my mind.’       **(February 13, 2014, Perkins’ interview)**

14       The Agency’s cross-motion for summary judgment singles out the statements  
15 made on those two occasions as proof that Respondents violated ORS 659A.409, along  
16 with the note posted on Sweetcakes’ front door.

17       “ORS 659A.409 provides, in pertinent part:

18       \* \* \* it is an unlawful practice for any person acting on behalf of any place of  
19 public accommodation as defined in ORS 659A.400 to publish, circulate, issue or  
20 display, or cause to be published, circulated, issued or displayed, any  
21 communication, notice, advertisement or sign of any kind to the effect that any of  
22 the accommodations, advantages, facilities, services or privileges of the place of  
23 public accommodation will be refused, withheld from or denied to, or that any  
24 discrimination will be made against, any person on account of \* \* \* sexual  
25 orientation \* \* \*.’

26       In their motion for summary judgment, Respondents argue that “ORS 659A.409 by its  
27 terms requires a statement of *future intention* that is entirely absent in this instance.”

28       Respondents further argue that:

29       “A review of the videotape record of the CBN broadcast \* \* \* clearly shows that  
30 Aaron Klein spoke only of the reason why he and his wife declined to participate  
31 in complainants’ ceremony. The same is true of the Perkins radio broadcast. \* \* \*  
32 A statement of future intention in either media event is conspicuously absent.”

33       In contrast, the Agency argues that the Klein’s statements are a prospective  
34 communication:

1           “Reviewed in context, Respondents communicated quite clearly that same-sex  
2 couples would not be provided wedding cake services at their bakery. These are  
3 not descriptions of past events as alleged by Respondents. Respondents stated  
4 their position in these communications and notify the public that they ‘don’t do  
5 same sex weddings,’ they ‘stand firm,’ are ‘still in business’ and will ‘continue to  
6 stay strong.’”

7           As stated earlier, the Agency asserts that the three incidents described above –  
8 the two interviews and the note -- show Respondents’ prospective intent to discriminate.  
9 Although the Agency did not include the text or specifically allege the existence of the  
10 note in its Formal Charges and the Perkins’ interview occurred after the Agency had  
11 completed its initial investigation of the complaint and issued its Substantial Evidence  
12 Determination, this does not preclude the Agency from pursuing those incidents at  
13 hearing. The Agency’s investigation may continue past its substantial evidence  
14 determination and charges may include evidence not discovered by the investigator.  
15 See *In the Matter of Sears, Roebuck and Company*, 18 BOLI 47, 78 (1999). The only  
16 limitation is that the charges be “reasonably related” to the allegations of the initial  
17 complaint. *Id.* The allegations and theories of the specific charges define those to be  
18 adjudicated through the hearing, whether or not those allegations and theories are  
19 consistent with or even based on those in the administrative determination. See *In the*  
20 *Matter of Jake’s Truck Stop*, 7 BOLI 199, 211 (1988). Also, the only limitation on  
21 charges is that the complainant must have had standing to raise the issues and those  
22 issues must encompass discrimination only like or reasonably related to the allegations  
23 in the complaint. See *In the Matter of Sapp’s Realty, Inc.*, 4 BOLI 93, 94 (1981).

24           In the present case, both the note and Perkins interview are not only “reasonably  
25 related’ but, directly related to the allegations and theories of both the original complaint  
and charges. Whether corroborating evidence or included as a fact underlying a

1 specific charge, they may be considered as evidence to determine whether a violation  
2 of ORS 659A.409 occurred.

3       Whatever Respondents' intentions may have been or may still be with regard to  
4 providing wedding cake services for same-sex weddings, the Commissioner finds that  
5 AK's above-quoted statements, evaluated both for text and context, are properly  
6 construed as the recounting of past events that led to the present Charges being filed.  
7 In addition, they also constitute notice that discrimination will be made in the future by  
8 refusing such services. In the Perkins' interview, AK stated "...We don't do same-sex  
9 marriage, same-sex wedding cakes...." He continued that in discussing Washington's  
10 same-sex marriage law with MK, "we can see this becoming an issue and we have to  
11 stand firm." The note similarly said "...This fight is not over. We will continue to stand  
12 strong...." On their face, these statements are not constrained to a singular incident or  
13 time. They reference past, present and future conduct. AK did not say only that he  
14 would not do complainants' specific marriage and cake but, that respondents "don't do"  
15 same-sex marriage and cakes. Respondents' joint statement that they will "continue" to  
16 stand strong relates to their denial of service and is prospective in nature. The  
17 statements, therefore, indicate Respondents' clear intent to discriminate in the future  
18 just as they had done with Complainants.

19       The Commissioner concludes that, through the communications described  
20 above, AK and MK both violated ORS 659A.409.<sup>11</sup> However, the Commissioner awards

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21  
22  
23 <sup>11</sup> See *In the Matter of Blachana, LLC*, 32 BOLI 220 (2013), *appeal pending* (Respondent found to have  
24 violated ORS 659A.409 when member of the LLC left a telephone message with the organizer of a group  
25 of transgender individuals who had visited the LLC's nightclub regularly on Friday nights during the  
previous 18 months asking "not to come back on Friday nights."); *In the Matter of The Pub*, 6 BOLI 270,  
282-83 (1987)(Respondent found to have violated ORS 659.037, the predecessor of ORS 659A.409, by  
posting a on front door of pub, immediately under another sign that said "VIVA APARTHEID," a sign that  
said "NO SHOES, SHIRTS, SERVICE, NIGGERS," and a sign inside the pub, with chain and spikes  
attached at each end, that read "Discrimination. Webster – to use good judgment" on the front and

1 no damages to Complainants based on Respondents' unlawful practice because there  
2 is no evidence in the record that Complainants experienced any mental, emotional, or  
3 physical suffering because of it.

4 In their Answers to the Formal Charges, Respondents raised the affirmative  
5 defenses that ORS 659A.409 is unconstitutional on its face and as applied. Their  
6 defense is set out with particularity in Finding of Fact #7 – Procedural. The forum did  
7 not address these defenses in the ALJ's Summary Judgment ruling because the ALJ  
8 concluded that Respondents did not violate ORS 659A.409. The Commissioner now  
9 addresses them without duplicating the extensive analysis in the ALJ's Summary  
10 Judgment ruling.

11 ***Oregon Constitution -- Article I, Sections 2 and 3***

12  
13 Article I, Sections 2 and 3 of the Oregon Constitution provide:

14 "Section 2. Freedom of worship. All men shall be secure in the Natural right, to  
15 worship Almighty God according to the dictates of their own consciences.

16 "Section 3. Freedom of religious opinion. No law shall in any case whatever  
17 control the free exercise, and enjoyment of religeous [sic] opinions, or interfere  
with the rights of conscience."

18 ORS 659A.409, like ORS 659A.403, is a law that is part of a general regulatory scheme,  
19 expressly neutral toward religion as such and neutral among religions. Accordingly, it is  
20 constitutional on its face. *Meltebeke v. Bureau of Labor and Industries*, 322 Or 132, 903  
21 P2d 351 (1995). It is also constitutional as applied in this case because Respondents'  
22 statements announcing their clear intent to discriminate in future, just as they had done  
23 with Complainants, was not a religious practice but was conduct motivated by their  
24

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25 "Authentic South African Apartheid Nigger 'Black' Handcuffs Directions Drive Through Wrists and Bend  
Over Tips" on the back).

1 religious beliefs. *Id.* at 153. Furthermore, the Oregon Supreme Court has held, in the  
2 context of Article I, section 8, that engagement in constitutionally protected expression  
3 while engaging in otherwise punishable conduct does not insulate the unlawful conduct  
4 from the usual consequences that accompany it. See, e.g., *Hoffman and Wright*  
5 *Logging Co. v. Wade*, 317 Or 445, 452, 857 P2d 101 (1993)(“a person’s reason for  
6 engaging in punishable conduct does not transform conduct into expression under  
7 Article I, section 8 [and] speech accompanying punishable conduct does not transform  
8 conduct into expression[.]”); *State v. Plowman*, 314 Or 157, 165, 838 P2d 558 (1992)  
9 (“One may hate members of a specified group all one wishes, but still be punished  
10 constitutionally if one acts together with another to cause physical injury to a person  
11 because of that person’s perceived membership in the hated group”). The same should  
12 hold true with regard to the protections afforded by Article I, sections 2 and 3.<sup>12</sup>

13 ***United States Constitution – First Amendment: Unlawfully Infringing on***  
14 ***Respondents’ right of conscience and right to free exercise of religion***

15 The Commissioner finds ORS 659A.409 constitutional, both facially and as  
16 applied, based on the same reasoning set out in the Summary Judgment ruling with  
17 respect to the constitutionality of ORS 659A.403.

18 ***Oregon Constitution – Section 8: freedom of speech***

19 Article I, Section 8 of the Oregon Constitution provides:

20 **“Section 8. Freedom of speech and press.** No laws shall be passed  
21 restraining the free expression of opinion, or restricting the right to speak, write,  
22 or print freely on any subject whatever; but every person shall be responsible for  
23 the abuse of this right.”

24  
25 <sup>12</sup> This reasoning also applies to the ALJ’s analysis of the constitutionality of ORS 659A.403 in the  
summary judgment ruling.

1 In *State v. Robertson*, 293 Or 402, 649 P2d 569 (1982), the Oregon Supreme Court  
2 established a basic framework, with three categories, for determining whether a law  
3 violates Article I, Section 8. ORS 659A.409 falls within *Robertson's* second category  
4 because it is "directed in terms against the pursuit of a forbidden effect" and "the  
5 proscribed means [of causing that effect] include speech or writing." *Id.* at 417-18.<sup>13</sup>  
6 Oregon courts examine a statute in the second category for "overbreadth" to determine  
7 if "the terms of [the] law exceed constitutional boundaries, purporting to reach conduct  
8 protected by guarantees such as \* \* \* [A]rticle I, section 8. \* \* \* If a statute is overbroad,  
9 the court then must determine whether it can be interpreted to avoid such overbreadth."  
10 *State v. Babson*, 355 Or 383, 391, 326 P3d 559, 566 (2014).

11 Respondents assert that ORS 659A.409 prohibits Respondents from  
12 "express[ing] their own position" and that ORS 659A.409 amounts to "a speech code."  
13 To the contrary, the language of ORS 659A.409 focuses on the discriminatory effect  
14 that accompanies certain speech "published, circulated, issued or displayed" **on behalf**  
15 of a place of public accommodation. It does not cover expressions of personal opinion,  
16 political commentary, or other privileged communications unrelated to the business of a  
17 place of public accommodation, and its breadth is narrowly tailored to address the  
18 effects of the speech at issue. As such, it is facially constitutional under Article I,  
19 Section 8.<sup>14</sup>

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23 <sup>13</sup> In its cross-motion for summary judgment, the Agency concedes that ORS 659A.409 "falls within the  
second *Robertson* category of laws."

24 <sup>14</sup> See also *State v. Sutherland*, 329 Or 359, 365, 987 P2d 501, 504 (1999)(for a statute to be facially  
25 unconstitutional, it must be unconstitutional in all circumstances, *i.e.*, there can be no reasonably likely  
circumstances in which application of the statute would pass constitutional muster).

1 A statute that falls within *Robertson* category two is not subject to an as-applied  
2 challenge. See *Leppanen v. Lane Transit Dist.*, 181 Or App 136, 142-43, 45 P3d 501,  
3 504-05 (2002), citing *City of Eugene v. Lee*, 177 Or App 492, 497, 34 P3d 690 (2001).

4 **U.S. Constitution – First Amendment: Unlawfully infringing on Respondents' right**  
5 **to free speech**

6 In pertinent part, the First Amendment to the U.S. Constitution provides  
7 “Congress shall make no law \* \* \* abridging the freedom of speech \* \* \*.” This applies  
8 to the State of Oregon under the Fourteenth Amendment. In his Summary Judgment  
9 ruling, the ALJ conducted a “compelled speech” analysis to Respondents’ defense that  
10 baking a wedding cake for Complainants was “speech” that violated the First  
11 Amendment. In contrast, the speech that violated ORS 659A.409 – the CBN interview,  
12 the “note” on Sweetcakes’s door, and the Perkins’ interview – was voluntary on  
13 Respondents’ part.

14 ORS 659A.409 is an integral part the anti-discrimination public accommodation  
15 laws in ORS chapter 659A. The forum first interpreted this statute nearly 30 years ago,  
16 when it was numbered as ORS 659.037, in a case in which the Respondent owned a  
17 bar and posted a sign on the front door stating “NO, SHOES, SHIRTS, SERVICE,  
18 NIGGERS.” *In the Matter of The Pub*, 6 BOLI 270, 278 (1987). In her Final Order, the  
19 Commissioner held that this statute, then numbered as ORS 659.037, “does not  
20 generally operate to deny [a] Respondent his constitutional guarantees of free speech.”  
21 Subsequently, in *Hurley v. Irish-Am. Gay, Lesbian & Bisexual Grp. of Boston*, 515 U.S.  
22 557, 572 (1995), the U. S. Supreme Court held that “modern public accommodations  
23 laws are well within the State’s usual power to enact when a legislature has reason to  
24 believe that a given group is the target of discrimination, and they do not, as a general  
25

1 matter, violate the First or Fourteenth Amendments.”<sup>15</sup> In conclusion, ORS 659A.409 is  
2 constitutional on its face. It is also constitutional as applied because the Commissioner  
3 only applies it to Respondents’ language that indicate Respondents’ clear intent to  
4 discriminate in future just as they had done with Complainants.

5 **Damages**

6 This case is not about a wedding cake or a marriage. It is about a business’s  
7 refusal to serve someone because of their sexual orientation. Under Oregon law, that is  
8 illegal.

9 Free enterprise provides great opportunity for entrepreneurs to take an idea,  
10 create a business and achieve whatever success they can. It is a system open to all  
11 but, to participate fairly, businesses must follow the laws that apply to each of them  
12 equally. A business that disregards the law erodes the free marketplace for both law  
13 abiding businesses and patrons alike.

14 Respondents’ claim they are not denying service because of Complainants’  
15 sexual orientation but rather because they do not wish to participate in their same sex  
16 wedding ceremony. The forum has already found there to be no distinction between the  
17 two. Further, to allow Respondents, a for profit business, to deny any services to people  
18 because of their protected class, would be tantamount to allowing legal separation of  
19 people based on their sexual orientation from at least some portion of the public  
20 marketplace. This would clearly be contrary to Oregon law as well as any standard by  
21 which people in a free society should choose to treat each other.

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25 <sup>15</sup> Cf. *Hishon v. King & Spalding*, 467 U.S. 69, 78 (1984)(“[i]nvidious private discrimination may be characterized as a form of exercising freedom of association protected by the First Amendment, but it has never been accorded affirmative constitutional protections”)



1           Within Oregon's public accommodations law is the basic principle of human  
2 decency that every person, regardless of their sexual orientation, has the freedom to  
3 fully participate in society. The ability to enter public places, to shop, to dine, to move  
4 about unfettered by bigotry.

5           When Respondents denied RBC and LBC a wedding cake, their act was more  
6 than the denial of the product. It was, and is, a denial of RBC's and LBC's freedom to  
7 participate equally. It is the epitome of being told there are places you cannot go, things  
8 you cannot do...or be. Respondent's conduct was a clear and direct statement that  
9 RBC and LBC lacked an identity worthy of being recognized.

10          The denial of these basic freedoms to which all are entitled devalues the human  
11 condition of the individual, and in doing so, devalues the humanity of us all.

12          This was clearly reflected in RBC's and LBC's testimony. In addition to other  
13 emotional responses, RBC described that being raised a Christian in the Southern  
14 Baptist Church, Respondent's denial of service made her feel as if God made a  
15 mistake when he made her, that she wasn't supposed to be, and that she wasn't  
16 supposed to love or be loved, have a family, or go to heaven. LBC, who was raised  
17 Catholic, interpreted the denial to represent that she was not a creature created by god,  
18 not created with a soul and unworthy of holy love and life. She felt anger, intense  
19 sorrow and shame. These are the reasonable and very real responses to not being  
20 allowed to participate in society like everyone else. The personal harm in being  
21 subjected to such separation is felt deeply and severely, as the evidence in this case  
22 indicated.

23          The Formal Charges seek damages for emotional, mental and physical suffering  
24 in the amount of "at least \$75,000" for each Complainant. In addition to any emotional  
25 suffering experienced by Complainants as a direct result of Sweetcakes' refusal to bake

1 them a cake (“denial of service”), the Agency also seeks damages for suffering caused  
2 to Complainants by media publicity and social media responses to this case.

3 In order, the forum considers the extent of Complainants’ emotional suffering and  
4 the cause of that suffering; and the appropriate amount of damages. Any damages  
5 awarded do not constitute a fine or civil penalty, which the Commissioner has no  
6 authority to impose in a case such as this. Instead, any damages fairly compensate  
7 RBC and LBC for the harm they suffered and which was proven at hearing. This is an  
8 important distinction as this order does not punish respondents for their illegal conduct  
9 but, rather makes whole those subjected to the harm their conduct caused.

10 **1. Extent and Cause of Complainants’ Emotional Suffering**

11 **A. R. Bowman-Cryer**

12 **a. Emotional suffering from the denial of service**

13 Prior to the cake tasting, LBC had been asking RBC to marry her for nine years.  
14 Until October 2012, RBC did not want to be married because of her personal  
15 experience of failed marriages. At that time, RBC decided that they should get married  
16 to give their foster children a sense of “permanency and commitment.” After her long-  
17 standing matrimonial reticence, RBC became excited to get married and to start  
18 planning the wedding,<sup>16</sup> wanting a wedding that was as “big and grand” as they could  
19 afford. Obtaining a cake from Sweetcakes like the one purchased for CM’s wedding  
20 two years earlier was part of that grand scheme, and both Complainants were excited  
21 about the cake tasting at Sweetcakes because of how much they liked the cake  
22 Respondents had made for CM’s wedding.

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25 <sup>16</sup> The forum acknowledges that Complainants’ “wedding” on June 27, 2013, was only a commitment ceremony, not a legal “marriage.” See footnote 58, *infra*.

1 RBC's emotional suffering began at the January 17, 2013, cake tasting when AK  
2 told RBC and CM that Sweetcakes did not make wedding cakes for same-sex  
3 ceremonies. In response, RBC began to cry. She felt that she had humiliated her  
4 mother and was concerned that CM, who had believed that homosexuality was wrong  
5 until only a few years earlier, was ashamed of her. Walking out to the car and in the  
6 car, RBC became hysterical and kept apologizing to CM. When CM returned to the car  
7 after talking with AK, RBC was still "bawling" in the car. When CM told her that AK had  
8 called her "an abomination," this made RBC cry even more. RBC, who was brought up  
9 as a Southern Baptist, interpreted AK's use of the word "abomination" her mean that  
10 God made a mistake when he made her, that she wasn't supposed to exist, and that  
11 she had no right to love or be loved, have a family, or go to heaven. She continued to  
12 cry all the way home and after she arrived at home, where she immediately went  
13 upstairs to her bedroom and lay in her bed, crying.

14 On January 18, 2013, RBC felt depressed and questioned whether there was  
15 something inherently wrong with the sexual orientation she was born with and if she and  
16 LBC deserved to be married like a heterosexual couple. She spent most of that day in  
17 her room, trying to sleep.

18 In the days following January 17, 2013, RBC had difficulty controlling her  
19 emotions and cried a lot, and Complainants argued with each other because of RBC's  
20 inability to control her emotions. They had not argued previously since moving to  
21 Oregon. In addition, RBC also became more introverted and distant in her family  
22 relationships. She and A. Cryer have always been very close, and their connection was  
23 not as close "for a little bit" after January 17, 2013. A week later, RBC still felt "very sad  
24 and stressed," felt concerned about still having to plan her wedding, and felt less  
25 exuberant about the wedding. On January 21, 2013, she experienced anxiety during

1 her cake tasting at Pastry Girl because of AK's January 17, 2013, refusal and her fear of  
2 subsequent refusals. After January 17, 2013, although RBC relied on CM to contact  
3 potential wedding vendors, RBC still experienced some anxiety over possible rejection  
4 because her wedding was a same-sex wedding. During this same period of time, A.  
5 Cryer credibly analogized RBC's demeanor as similar to that of a dog who had been  
6 abused.

7 b. Emotional suffering from publicity about the case

8 On February 1, 2013, RBC became aware that the media was aware of AK's  
9 refusal to make a wedding cake for Complainants when she received a telephone call  
10 from Lars Larson, an American conservative talk radio show host based in Portland,  
11 Oregon, who told her that he had spoken with AK and wanted to see what RBC "had to  
12 say about the pending case." This upset RBC, and she became greatly concerned that  
13 E and A would be taken away from them by the foster care system because they had  
14 been told that the girls' information had to be protected and that the state would "have to  
15 readdress placement" of the girls with Complainants if any information was released  
16 concerning the girls. This concern continued until their adoption became final sometime  
17 after December 2013.

18 From February 1, 2013, until the time of the hearing, many people have made  
19 "hate-filled" comments through social media and in the comments sections of various  
20 websites that were supportive of Respondents and critical of or threatening to  
21 Complainants. These comments and the media attention caused RBC stress, anger,  
22 pain, frustration, suffering, torture, shame, humiliation, degradation, fear that she would  
23 be harassed at home because the DOJ complaint with Complainants' home address  
24 had been posted on Facebook, and the feeling that her reputation was being destroyed.  
25 The publicity from the case and accompanying threats on social media from third parties

1 made RBC "scared" for the lives of A, E, LBC, and herself. In addition, RBC was also  
2 upset by a confrontation with her sister who learned about the DOJ complaint through  
3 the media and posted a comment in support of Respondents on Respondents'  
4 Facebook.

5 Without giving any specific examples, RBC credibly testified that, in a general  
6 sense,<sup>17</sup> the denial of service has caused her continued emotional suffering up to the  
7 time of hearing.

8 **B. L. Bowman-Cryer**

9 a. Emotional suffering from the denial of service

10 LBC had been asking RBC to marry her for nine years before RBC finally  
11 accepted in October 2012. RBC's acceptance in October 2012 of LBC's marriage  
12 proposal made LBC "extremely happy." Both Complainants were excited about the  
13 cake tasting at Sweetcakes because of how much they liked the cake Respondents had  
14 made for CM's earlier wedding. However, LBC, unlike RBC, did not go to the cake  
15 tasting.

16 When CM and RBC arrived home on January 17, 2013, after their cake tasting at  
17 Sweetcakes, CM told LBC that AK had told them that Sweetcakes did "not do same-sex  
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19 <sup>17</sup> The following is RBC's only testimony about her emotional suffering due to the denial of service after  
20 the case began to be publicized. It occurred during the Agency's redirect examination:

21 Q: "You testified earlier about the media attention being sort of a secondary layer of stress, and I believe  
22 that that term you used during Mr. Smith's cross examination of you. During my examination of you, you  
23 testified at length as to the emotional harm that you suffered directly from the refusal of service alone. Do  
24 you still feel that harm from the refusal itself -- the January 17, 2013 refusal?"

25 "\*\*\*\*\*

A. "Yes, I still experience that."

Q. "Was the primary harm, the harm that resulted from the refusal of service itself, persistent throughout  
the times where you experienced media attention?"

"\*\*\*\*\*

A. "Yes, the harm was still present during the media attention."

1 weddings” and that AK had told CM that “your children are an abomination.” LBC was  
2 “flabbergasted” and she became very upset and very angry. LBC, who was raised as a  
3 Roman Catholic, recognized AK’s statement as a reference from Leviticus. She was  
4 “shocked” to hear that AK had referred to her as an “abomination.” Based on her  
5 religious background, she understood the term “abomination” to mean “this is a creature  
6 not created by God, not created with a soul. They are unworthy of holy love. They are  
7 not worthy of life.” Her immediate thought was that this never would have happened,  
8 had she had not asked RBC to marry her. Because of that, she felt shame. Like RBC,  
9 she also worried about how it would affect CM’s relatively recent acceptance of RBC’s  
10 sexual orientation.

11 LBC views herself as RBC’s protector. After RBC climbed into bed, crying, LBC  
12 got into bed with RBC and tried to soothe her. RBC became even more upset and  
13 pushed RBC away. In response, LBC lost her temper because she could not “fix”  
14 things.

15 When LBC went back downstairs, E, the older of Complainants’ foster daughters  
16 was extremely agitated from events at school that day. LBC tried to calm her, but she  
17 refused to be calmed, repeatedly calling out for RBC, with whom she had a special  
18 bond. Eventually, E cried herself to sleep. LBC’s inability to calm E was very frustrating  
19 to her. That night, LBC was very upset, cried a lot, and was hurt and angry. Later that  
20 same evening, she filed her DOJ complaint.

21 In the days immediately following January 17, 2013, LBC experienced anger,  
22 outrage, embarrassment, exhaustion, frustration, sorrow, and shame as a reaction to  
23 AK’s denial of service. She felt sorrow because she couldn’t console E, she could not  
24 protect RBC, and because RBC was no longer sure she wanted to be married. Her  
25

1 excitement about getting married was also lessened because she was not sure she  
2 could protect RBC if any similar incidents occurred.

3 b. Emotional suffering from publicity about the case

4 On February 1, 2013, LBC went to the emergency room of a local hospital  
5 because of pain from a shoulder injury that she had suffered three weeks earlier and  
6 her concern that she might have a broken shoulder. While in the hospital, she heard  
7 that AK's refusal to make their wedding cake was on the news. This made her very  
8 upset and she was crying when she was examined by a doctor. Based on the media,  
9 potential media exposure, and social media attention related to her DOJ complaint after  
10 February 1, 2013, LBC's headaches increased. She also felt intimidated and became  
11 fearful.

12 After LBC's DOJ complaint was publicized in the media, LBC also had an  
13 "devastating" confrontation with her aunt who had learned about her DOJ complaint  
14 against Respondents through the media and threatened to shoot LBC in the face if she  
15 ever set foot on LBC's family's property again.<sup>18</sup>

16 After February 1, 2013, LBC, like RBC, was also greatly concerned that their  
17 foster children would be taken away from them because of media exposure.

18 LBC testified that she still feels emotional effects from the denial of service  
19 because E, A, and RBC "were" still suffering and that "was" tearing me apart.<sup>19</sup>

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24 <sup>18</sup> LBC's intense and visceral display of emotions while testifying about her aunt's behavior made it clear  
that her aunt's behavior caused her extreme upset.

25 <sup>19</sup> See footnote 7, *supra*. LBC testified in the past tense.

1 **2. Emotional suffering damages based on media and social media attention**

2 In its closing argument, the Agency asked the forum to award Complainants  
3 \$75,000 each in emotional suffering damages stemming directly from the denial of  
4 service, In addition, the Agency asked the forum to award damages to Complainants for  
5 emotional suffering they experienced as a result of the media and social media attention  
6 generated by the case from January 29, 2013, the date AK posted LBC's DOJ  
7 complaint on his Facebook page, up to the date of hearing. The Agency's theory of  
8 liability is that since Respondents brought the case to the media's attention and kept it  
9 there by repeatedly appearing in public to make statements deriding Complainants, it  
10 was foreseeable that this attention would negatively impact Complainants, making  
11 Respondents liable for any resultant emotional suffering experienced by Complainants.  
12 The Agency also argues that Respondents are liable for negative third party social  
13 media directed at Complainants because it was a foreseeable consequence of the  
14 media attention.

15 The Commissioner concludes that complainants' emotional harm related to the  
16 denial of service continued throughout the period of media attention and that the facts  
17 related solely to emotional harm resulting from media attention do not adequately  
18 support an award of damages. No further analysis regarding the media attention as a  
19 causative factor is, therefore, necessary.

20 **3. Amount of Damages**

21 There is ample evidence in the record of specific, identifiable types of emotional  
22 suffering both Complainants experienced because of the denial of service.

23 In determining an award for emotional and mental suffering, the forum considers  
24 the type of discriminatory conduct, and the duration, frequency, and severity of the  
25 conduct. It also considers the type and duration of the mental distress and the



1 vulnerability of the aggrieved persons. The actual amount depends on the facts  
2 presented by each aggrieved person. An aggrieved person's testimony, if believed, is  
3 sufficient to support a claim for mental suffering damages. *In the Matter of C. C.*  
4 *Slaughters, Ltd.*, 26 BOLI 186, 196 (2005). In public accommodation cases, "the  
5 duration of the discrimination does not determine either the degree or duration of the  
6 effects of discrimination." *In the Matter of Westwind Group of Oregon, Inc.*, 17 BOLI 46,  
7 53 (1998).

8 In this case, the ALJ proposed that \$75,000 and \$60,000, are appropriate awards  
9 to compensate Complainants RBC and LBC, respectively, for the emotional suffering  
10 they experienced from Respondents' denial of service. The proposal for LBC is less  
11 because she was not present at the denial and the ALJ found her testimony about the  
12 extent and severity of her emotional suffering to be exaggerated in some respects. In  
13 this particular case, the demeanor of the witnesses was critical in determining both the  
14 sincerity and extent of the harm that was felt by RBC and LBC. As such, the  
15 Commissioner defers to the ALJ's perception of the witnesses and evidence presented  
16 at hearing and adopts the noneconomic award as proposed, finding also that this  
17 noneconomic award is consistent with the forum's prior orders.<sup>20</sup>

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21 <sup>20</sup> See, *In the Matter of Andrew W. Engel, DMD*, 32 BOLI 94 (2012) (Complainant, a Christian, subjected  
22 to harassment based on her religious belief including the job requirement of attending Scientology  
23 trainings suffered anxiety, stress, insomnia, gastrointestinal problems and weight loss requiring medical  
24 treatment awarded \$350,000); *In the Matter of From The Wilderness, Inc.*, 30 BOLI 227 (2009)  
25 (Complainant subjected to verbal and physical sexual harassment for two months before being fired and  
then retaliated against after termination suffered panic attacks requiring medical treatment awarded  
\$125,000); *In the Matter of Maltby Biocontrol, Inc.*, 33 BOLI 121 (2014) (Complainants subjected to  
racially hostile environment including assault, threats with a firearm, racial epithets and retaliation for  
reports to police suffered fear, sleeplessness and physical injuries requiring medical treatment awarded  
\$50,000 and \$100,000 each); *In the Matter of Charles Edward Minor*, 31 BOLI 88 (2010) (Complainant  
subjected to verbal and physical sexual harassment including respondent striking her in the head with his  
fist suffered anxiety, reclusiveness and fear awarded \$50,000).

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**ORDER**

A. NOW, THEREFORE, as authorized by ORS 659A.850(4), and to eliminate the effects of the violation of ORS 659A.403 by **Respondent Aaron Klein**, and as payment of the damages awarded, the Commissioner of the Bureau of Labor and Industries hereby orders **Respondents Aaron Klein and Melissa Klein** to deliver to the Administrative Prosecution Unit of the Bureau of Labor and Industries, 1045 State Office Building, 800 NE Oregon Street, Portland, Oregon 97232-2180, a certified check payable to the Bureau of Labor and Industries in trust for **Complainants Rachel Bowman-Cryer and Laurel Bowman-Cryer** in the amount of:

1) ONE HUNDRED THIRTY FIVE THOUSAND DOLLARS (\$135,000), representing compensatory damages for emotional, mental and physical suffering, to be apportioned as follows:

Rachel Bowman-Cryer: \$75,000

Laurel. Bowman-Cryer: \$60,000

*plus,*

2) Interest at the legal rate on the sum of \$135,000 from the date of issuance of the Final Order until Respondents comply with the requirements of the Order herein.

B. NOW, THEREFORE, as authorized by ORS 659A.850(4), and to further eliminate the effect of the violation of ORS 659A.403 by **Respondent Aaron Klein**, the Commissioner of the Bureau of Labor and Industries hereby orders **Respondents Aaron Klein and Melissa Klein** to cease and desist from denying the full and equal accommodations, advantages, facilities and privileges of Sweetcakes by Melissa to any person based on that person's sexual orientation.

C. NOW, THEREFORE, as authorized by ORS 659A.850(4), and to further eliminate the effect of the violations of ORS 659A.409 by **Respondents Aaron Klein and Melissa Klein**, the Commissioner of the Bureau of Labor and Industries hereby

1 orders **Respondents Aaron Klein and Melissa Klein** to cease and desist from  
2 publishing, circulating, issuing or displaying, or causing to be published, circulated,  
3 issued or displayed, any communication, notice, advertisement or sign of any kind to the  
4 effect that any of the accommodations, advantages, facilities, services or privileges of a  
5 place of public accommodation will be refused, withheld from or denied to, or that any  
6 discrimination will be made against, any person on account of sexual orientation.

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9 DATED this 2 day of July, 2015.

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13 Brad Avakian, Commissioner  
14 Bureau of Labor and Industries

15 Issued ON: July 2, 2015  
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## APPENDIX

### FINDINGS OF FACT – PROCEDURAL

1) On August 8, 2013, R. Bowman-Cryer (“RBC”) filed a verified complaint with the Agency’s Civil Rights Division (“CRD”) alleging that Aaron Klein and Melissa Klein, dba Sweetcakes by Melissa, refused to make her a wedding cake based on her sexual orientation and published and displayed a communication to that effect, in violation of ORS 659A.403 and ORS 659A.409. RBC’s complaint was subsequently amended to name both Kleins as aiders and abettors under ORS 659A.406. (Ex. A-27)

2) On November 7, 2013, L. Bowman-Cryer (“LBC”) filed a verified complaint with the Agency’s Civil Rights Division (“CRD”) alleging that Aaron Klein (“AK”) and Melissa Klein (“MK”), dba Sweetcakes by Melissa, refused to make her a wedding cake based on her sexual orientation and published and displayed a communication to that effect, in violation of ORS 659A.403 and ORS 659A.409. LBC’s complaint was subsequently amended to name AK and MK as aiders and abettors under ORS 659A.406. (Ex. A-28)

3) On January 15, 2014, after investigating RBC’s and LBC’s complaints, the CRD issued a Notice of Substantial Evidence Determination in each case in which the CRD found substantial evidence of unlawful discrimination in public accommodation against Respondents in violation of ORS 659A.403, ORS 659A.406, and ORS 659A.409 (Ex. A29)

4) On June 4, 2014, the Agency issued two sets of Formal Charges, one alleging unlawful discrimination against RBC (case no. 44-14) and the other alleging unlawful discrimination against LBC (case no. 45-14) that alleged the following:

(a) At all times material, Sweetcakes by Melissa (“Sweetcakes”) was an assumed business name of Respondent MK doing business in Gresham, Oregon, that offered goods and services to the public, including wedding cakes;

(b) At all times material, AK was registered with the Oregon Sec. of State Business Registry as the authorized representative of MK, dba Sweetcakes by Melissa;

(c) On January 17, 2013, RBC and her mother went to Sweetcakes for a cake tasting related to RBC’s wedding ceremony to LBC;

(d) AK conducted the tasting and asked for the names of a bride and groom. RBC said there would be two brides for her ceremony and gave her name and LBC’s name. AK told RBC that Sweetcakes did not do “same-sex couples” because it “goes against our religion”;

(e) Complainants were injured by Respondents’ refusal to provide them with a wedding cake;

1 (f) MK discriminated against Complainants based on their sexual orientation,  
in violation of ORS 659A.403(3) and ORS 659.409;

2 (g) AK aided or abetted MK as the owner of Sweetcakes in MK's violation of  
ORS 659A.403(3) and ORS 659.409; thereby violating ORS 659A.406;

3 (h) Complainants are each entitled to damages for emotional, mental, and  
4 physical suffering in the amount of "at least \$75,000" and out-of-pocket expenses  
"to be proven at hearing."

5 (i) Respondents published or issued a communication, notice that its  
6 accommodation, advantages would be refused, withheld from or denied to, or  
7 that discrimination would be made against, a person on account of his or her  
sexual orientation, in violation of ORS 659A.409.

8 On the same day, BOLI's Contested Case Coordinator issued Notices of Hearing in  
9 both cases stating the time and place of the hearing as August 5, 2014, beginning at  
9:00 a.m., at BOLI's Portland, Oregon office. (Exs. X2, X4)

10 4) On June 6, 2014, Respondents filed a motion to postpone the hearing  
11 because Respondent's attorney Herbert Grey had "pre-paid non-refundable vacation  
12 plans" during the time scheduled for hearing. The forum granted Respondents' motion.  
(Ex. X5)

13 5) On June 18, 2014, Respondents, through attorneys Grey, Tyler Smith,  
14 and Anna Adams, filed an "Election to Remove to Circuit Court (ORS 659A.870(4)(b))"  
15 and "Alternative Motion to Disqualify BOLI Commissioner Brad Avakian" from deciding  
16 issues in these cases. Respondents requested oral argument on both issues. On June  
17 25, 2014, the Agency filed objections to Respondents' motions. On June 26, 2014, the  
18 ALJ denied Respondents' request for oral argument. (Exs. X8, X11)

19 6) On June 19, 2014, the ALJ held a prehearing conference and rescheduled  
20 the hearing to start on October 6, 2014. The ALJ also consolidated the cases for  
21 hearing. (Ex. X7)

22 7) On June 24, 2014, Respondents timely filed an answer and response to  
23 both sets of Formal Charges. Respondent admitted that AK had declined RBC's  
24 request to design and provide a cake for Complainants' same-sex ceremony but denied  
25 that any unlawful discrimination occurred. Respondents raised numerous affirmative  
defenses, including:

- The Formal Charges fail to state ultimate facts sufficient to constitute a claim.
- Because the Oregon Constitution did not provide for or recognize same-sex unions in January 2013 and the state of Oregon did not issue marriage licenses to same-sex couples at that time, BOLI lacks "any legitimate authority to compel Respondents to engage in creative expression or otherwise participate in same-sex ceremonies not recognized by the state of Oregon contrary to their fundamental rights, consciences and convictions."

- 1
- 2 • BOLI is estopped from compelling Respondents to engage in free expression or  
3 otherwise participate in same-sex ceremonies not recognized by the state of  
4 Oregon contrary to their fundamental rights, consciences and convictions.
  - 5 • The statutes underlying the Formal Charges are unconstitutional as applied to  
6 Respondents to the extent they do not protect the fundamental rights of  
7 Respondents and persons similarly situated arising under the First and  
8 Fourteenth Amendments to the United States Constitution, as applied to the state  
9 of Oregon under the Fourteenth Amendment, in one or more of the following  
10 particulars, by unlawfully: (a) infringing on Respondents' right of conscience; (b)  
11 infringing on Respondents' right to free exercise of religion; (c) infringing on  
12 Respondents' right to free speech; (d) compelling Respondents to engage in  
13 expression of a message they do not want to express; (e) denying Respondents'  
14 right to due process; and (f) denying Respondents the equal protection of the  
15 laws.
  - 16 • The statutes underlying the Formal Charges, as applied, violate Respondents  
17 fundamental rights arising under the Oregon Constitution in one or more of the  
18 following particulars, by unlawfully: (a) violating Respondents' freedom of worship  
19 and conscience under Article I, §2; (b) violating Respondents' freedom of  
20 religious opinion under Article I, §3; (c) violating Respondents' freedom of speech  
21 under Article I, §8; (d) compelling Respondents to engage in expression of a  
22 message they did not want to express; (e) violating Respondents' privileges and  
23 immunities under Article I, §20; and (f) violating Article XV, §3.
  - 24 • The statutes underlying the Formal Charges are facially unconstitutional in that  
25 they violate Respondents' fundamental rights arising under the Oregon  
Constitution to the extent there is no religious exemption to protect or  
acknowledge the fundamental rights of Respondents and persons similarly  
situated.

18 Respondents also raised four Counterclaims, including:

- 19 • Respondents are entitled to costs and attorney fees if they are determined to be  
20 the prevailing party.
- 21 • The State of Oregon, acting by and through BOLI, has knowingly and selectively  
22 acted under color of state law to deprive Respondents of their fundamental  
23 constitutional and statutory rights in the basis of religion without taking similar  
24 action against county clerks and other state of Oregon officials similarly denying  
25 same-sex couples goods and services related to same-sex unions, disparately  
impacting Respondents, causing economic damages to Respondents in an  
amount not less than \$100,000. BOLI has knowingly and selectively acted under  
color of state law to deprive Respondents of their fundamental constitutional and  
statutory rights in the basis of religion without taking similar action against county

1 clerks and other state of Oregon officials similarly denying same-sex couples  
2 goods and services related to same-sex unions, disparately impacting  
3 Respondents and causing economic damages to Respondents in an amount not  
4 less than \$100,000.

- 5 • During the period from February 5, 2013 to the present, BOLI's Commissioner  
6 published, circulated, issued, displayed, or cause to be published, circulated,  
7 issued, displayed, communications on Facebook and in print media to the effect  
8 that its accommodations, advantages, facilities, services or privileges would be  
9 refused, withheld from or denied to, or that discrimination would be made against  
10 Respondents and other persons similarly situated on the basis of religion in  
11 violation of ORS 659A.409.
- 12 • Under 42 USC § 1983, BOLI is liable to Respondents for depriving Respondents  
13 of their rights and protections guaranteed by the United States Constitution  
14 "under color of any statute, ordinance, regulation, custom or usage of any State."

15 (Ex. X10)

16 8) On July 2, 2014, the ALJ issued an interim order ruling on Respondents'  
17 June 18, 2014, motions. That order is reprinted below in pertinent part.<sup>21</sup>

### 18 **"Respondents' Putative Election to Circuit Court"**

19 "Respondents assert that they have a 'unqualified right to have these  
20 matters removed to the circuit court of either Clackamas, Marion or Multnomah  
21 Counties pursuant to ORS 659A.870(4)(b).' ORS 659A.870(4)(b) provides, in  
22 pertinent part:

23 '(b) A respondent or complainant named in a complaint filed under ORS  
24 659A.820 or 659A.825 alleging an unlawful practice under ORS 659A.145  
25 or 659A.421 or discrimination under federal housing law may elect to have  
the matter heard in circuit court under ORS 659A.885. The election must  
be made in writing and received by the commissioner within 20 days after  
service of formal charges under ORS 659A.845. If the respondent or the  
complainant makes the election, the commissioner shall pursue the matter  
in court on behalf of the complainant at no cost to the complainant.'

26 "To establish jurisdiction, the Agency's Formal Charges each allege: (1)  
27 both cases originated as verified complaints filed by Complainants Rachel Cryer  
28 and Laurel Bowman-Cryer; (2) both Complainants were authorized to file their  
29 complaints under the provisions of ORS 659A.820; and (3) that the Agency

30 <sup>21</sup> Footnotes from this interim order and other interim orders quoted at length in the Proposed Findings of  
31 Fact – Procedural that are not critical to an understanding of the order have been deleted. The deletions  
are indicated by a "▲" symbol.

1 issued a Notice of Substantial Evidence Determination in both cases.  
2 Respondents deny that they engaged in discrimination based on sexual  
3 orientation or any other grounds set forth in ORS chapter 659A but do not  
4 dispute these jurisdictional allegations. Accordingly, the forum concludes that  
5 respondents were named in a complaint filed under ORS 659A.820. Under ORS  
6 659A.870(4)(b), if the Formal Charges allege an unlawful practice under ORS  
7 659A.145 or 659A.421 or discrimination under federal housing law, Respondents  
8 are entitled to elect to have the matter heard in circuit court under ORS  
9 659A.885, subject to the requirement that such election must be made in writing  
10 within 20 days of service of the Formal Charges.

11 “ORS 659A.145 is titled ‘**Discrimination against individual with  
12 disability in real property transactions prohibited; advertising  
13 discriminatory preference prohibited; allowance for reasonable  
14 modification; assisting discriminatory practices prohibited.**’ As indicated by  
15 its title, the provisions of ORS 659A.145 are exclusively limited to real property  
16 transactions involving people with disabilities. ORS 659A.421 is titled  
17 ‘**Discrimination in selling, renting or leasing real property prohibited**’ and  
18 prohibits discrimination in real property transactions based on the race, color,  
19 religion, sex, sexual orientation, national origin, marital status, familial status or  
20 source of income of any person.

21 “In contrast, these cases allege violations of ORS 659A.403(3), ORS  
22 659A.406, and ORS 659A.409. All three of these statutes appear in a section of  
23 ORS chapter 659A titled ‘**ACCESS TO PUBLIC ACCOMMODATIONS**’ that  
24 includes ORS 659A.400 to ORS 659A.415. Neither of the Formal Charges  
25 contains any allegations related to discrimination under federal housing law or  
discrimination based on real property transactions. Rather, the Formal Charges  
both identify Respondent Melissa Klein’s business as a ‘place of public  
accommodation’ and allege that Respondent Melissa Klein’s business, as a  
public accommodation, discriminated against Complainants based on their  
sexual orientation.

“Since the Formal Charges do not allege an unlawful practice under ORS  
659A.145 or 659A.421 or discrimination under federal housing law, they are not  
subject to the provisions of ORS 659A.870(4)(b) and Respondents have no  
statutory right to elect to have the matter heard in circuit court.

**“MOTION TO DISQUALIFY BOLI COMMISSIONER AVAKIAN BASED ON  
AVAKIAN’S ACTUAL BIAS**

“Respondents ask that Commissioner Avakian be disqualified from  
deciding the issues presented in the Formal Charges because he has ‘publicly  
demonstrated actual bias against Respondents and others similarly situated,  
both as a candidate for re-election and as Commissioner.’ Based on that alleged  
actual bias, Respondents contend that the Commissioner’s fulfillment of his  
statutory role by deciding and issuing a Final Order in these cases will deprive



1 Respondents of due process and other constitutional rights. Respondents  
2 concede that BOLI administrative rules OAR 839-050-000 *et seq* contain no  
3 provision related to the disqualification of a BOLI Commissioner deciding and  
4 issuing a Final Order. However, both Respondents and the Agency  
5 acknowledge that procedural due process requires a decision maker free of  
6 actual bias<sup>A</sup> and that Respondents have the burden of showing that bias. See  
7 *Teledyne Wah Chang v. Energy Facility Siting Council*, 298 Or 240, 262 (1985),  
8 *citing Boughan v. Board of Engineering Examiners*, 46 Or App 287, 611 P.2d  
9 670, *rev den* 289 Or 588 (1980).

6 "To show the Commissioner's actual bias and demonstrate that he has  
7 already pre-judged this case, Respondents submitted exhibits containing  
8 numerous copies of statements made by Commissioner Avakian to the media, in  
9 e-mails sent to Respondents' attorney Herb Grey, or on Facebook posts during  
10 the Commissioner's candidacy for re-election and as Commissioner.  
11 Summarized, those exhibits include the following statements:

10 **"E-Mails sent to Respondents' attorney Herb Grey**  
11 **by 'Avakian for Labor Commissioner'**

- 12 • "February 16, 2013, in which the Commissioner identified himself as 'Oregon's  
13 chief civil rights enforcer,' and (1) noting his effort to convince the Veterans  
14 Affairs Department to grant a waiver to retired Air Force Lt. Col. Linda Campbell  
15 and her spouse, Nancy Campbell, making them the 'first same-sex couple to  
16 receive equal military burial rights' and endorsing the 'Oregonians United for  
17 Marriage \* \* \* campaign to bring full marriage equality to Oregon.'
- 18 • "April 4, 2013, again noting the Commissioner's efforts on behalf of Linda  
19 Campbell, and quoting the comments made by Campbell on the steps of the U.S.  
20 Supreme Court a week earlier during the debate on marriage equality.
- 21 • "December 10, 2013, in which Commissioner Avakian urged Grey to co-sign his  
22 letter to House Speaker Jon Boehner to bring the Employment Non-  
23 Discrimination Act up for a vote.
- 24 • "December 19, 2013, in which Commissioner Avakian notes his 'progressive'  
25 priorities and states '[t]hat's why I defend public education, take on unlawful  
discrimination, and stand up for equal rights for every last Oregonian.'
- "January 10, 2014, in which Commissioner Avakian stated '[a]t the Bureau of  
Labor and Industries, it's my job to protect rights of Oregonians in the workplace \*  
\* \* and protect everyone's civil rights in housing and public accommodations.'
- "March 4, 2014, in which Commissioner Avakian stated: 'I believe in an Oregon  
where everyone has the opportunity to get married, raise a family and get ahead.  
Gay or straight, male or female, white, black, or brown -- everyone deserves an  
equal shot at making it in Oregon. That's why I will continue to fight for marriage  
equality, a woman's right to choose, better wages, and robust non-discrimination  
laws that protect gays and lesbians.'
- "March 12, 2014, in which Commissioner Avakian noted that no one filed to run  
against him as Labor Commissioner and stated, among other things: 'We built a

1 coalition of civil rights champions, business leaders, educators, working families  
2 and labor leaders, and many, many more. Just think – it wasn't very long ago  
3 that right-wing activists were calling for my head because of our strong support  
4 for civil rights and equality laws in Oregon.'

- 5 • "May 19, 2014, in which Commissioner Avakian stated: 'A few minutes ago, we  
6 received word that all Oregonians, including same-sex couples, will now have the  
7 freedom to marry the person they love. As many had hoped, our federal court  
8 ruled Oregon's ban on same-sex marriage unconstitutional under the United  
9 States Constitution. This is an important moment in our state's history. The  
10 ruling also reflects what so many others have felt all along -- that Oregonians  
11 always eventually open their hearts to equality and freedom. The victory is a  
12 testament to the strength and energy of so many who dedicated themselves to  
13 making our laws match our highest ideals. Thank you. The win comes after  
14 news earlier this month that the Oregon Family Council has abandoned its  
15 campaign for a ballot measure to allow corporations to discriminate against  
16 loving same-sex couples. As a result, Oregon's law will continue to say that no  
17 corporation can deny service, housing or employment based on sexual  
18 orientation or gender identity. And as always, I will continue to hold those  
19 responsible that violate the rights of Oregonians and enthusiastically support  
20 those that go the extra mile for fairness. Here's to two significant victories that  
21 expand freedom for Oregonians – and the incredible efforts by friends and  
22 neighbors that made today possible. It's been a remarkable journey.'

### 23 "Independent Media

- 24 • "August 14, 2013, Oregonian article written by Maxine Bernstein entitled 'Lesbian  
25 couple refused wedding cake files state discrimination complaint' that contains  
26 quotes by Complainant Cryer, Respondent Melissa Klein, and Commissioner  
27 Avakian. Commissioner Avakian was quoted as follows:
  - 28 ➤ 'We are committed to a fair and thorough investigation to determine whether  
29 there is substantial evidence of unlawful discrimination,' said Labor  
30 Commissioner Brad Avakian.
  - 31 ➤ 'Everybody's entitled to their own beliefs, but that doesn't mean that folks  
32 have the right to discriminate,' Avakian said, speaking generally.
  - 33 ➤ 'The goal is never to shut down a business. The goal is to rehabilitate,'  
34 Avakian said. 'For those who do violate the law, we want them to learn from  
35 that experience and have a good, successful business in Oregon.'

### 36 "Facebook Posts on Commissioner Avakian's Facebook Page

- 37 • "April 26, 2012: 'Today, Basic Rights Oregon honored me with the 2012 Equality  
38 Advocate Award. I appreciate this recognition, but I am far more appreciative of  
39 all the efforts and accomplishments that BRO has made for Oregon's LGBT  
40 community. Thank you for including me in the incredible work that you do.'

- 1 • "February 15, 2013, with the same text included in February 16, 2013, e-mail to Herb Grey.
- 2 • "February 5, 2013, with a link to 'Ace of Cakes offers free wedding cake for Ore. gay couple [www.kgw.com](http://www.kgw.com):' 'Everyone has a right to their religious beliefs, but that doesn't mean they can disobey laws already in place. Having one set of
- 3 rules for everybody assures that people are treated fairly as they go about their
- 4 daily lives. The Oregon Department of Justice is looking into a complaint that a Gresham bakery refused to make a wedding cake for a same-sex marriage. It
- 5 started when a mother and daughter showed up at Sweet Cakes by Melissa looking for a wedding cake.'
- 6 • "March 13, 2013: 'Tomorrow morning, I'll be testifying before the U.S. Senate
- 7 about Oregon Lt. Col. Linda Campbell; she made history when she was the first
- 8 person to ever get approval to bury her same-sex spouse in a national
- 9 cemetery...'
- 10 • "March 22, 2013, with a link to 'Speakers announced for marriage equality rally in D.C.-Breaking News-Wisconsin Gazette – Lesbian [www.wisconsin Gazette.com](http://www.wisconsin Gazette.com):'
- 11 'Thrilled to see Lt. Col. Linda Campbell among the headliners for next week's
- 12 rally in front of the U.S. Supreme Court. LIKE this status if you support marriage
- 13 equality for all loving, caring couples.'
- 14 • "March 26, 2013: 'Our country is on a journey of understanding. As more and
- 15 more people talk to gay and lesbian friends and family about why marriage
- 16 matters, they're coming to realize that this is not a political issue. This is about
- 17 love, commitment and family. I'll be joining Oregon United for Marriage for a rally
- 18 at the Mark O. Hatfield Courthouse in downtown Portland at 5pm. Join us!'
- 19 • "June 8, 2013: 'Proud to support Sen. Jeff Merkley's fight for the Non-
- 20 Discrimination Act in Congress. All Americans deserve a fair shot at a good job
- 21 and the opportunity for a better life. – at Q Center.'
- 22 • "June 26, 2013: 'Huge day for equality across America! In a few minutes, I'm
- 23 heading to a celebration rally with Oregon United for Marriage at Terry Schruck
- 24 Plaza in downtown Portland – see you there?'
- 25 • "March 27, 2013: Link to Commissioner Avakian speaking 'on the importance of
- people gathering in front of the Hatfield Courthouse on the day the Supreme
- Court heard arguments on Prop. 8.' and statement 'I just got off the phone with
- Lt. Col. Linda Campbell, who said that the crowd in front of the Supreme Court
- was awesome and absolutely electric.'
- "May 9, 2013, with a link to 'Victory! Discrimination measure Withdrawn – Oregon
- United for Marriage:' 'Really great news. It's also a tribute to the fact that
- Oregonians are fundamentally fair and have little stomach for such a needlessly
- divisive fight.'
- "March 12, 2014, shared link: 'Conservative Christian group's call for Labor
- Commissioner Brad Avakian's ouster falls flat. [www.oregonlive.com](http://www.oregonlive.com). Oregon
- Labor Commissioner Brad Avakian, despite criticism of his enforcement action
- against a Gresham bakery that refused to serve a lesbian wedding, wound up
- with no opponent in this year's election.'
- "May 19, 2014: 'Today's victory is a testament to the strength and energy of so
- many who dedicated themselves to making our laws match our highest ideals. If

1 you've talk to your neighbors, collected signatures, or attended a marriage rally,  
2 you've played an important role in Oregon's story. Thank you -- and  
3 congratulations!'

4 "Summarized, these exhibits fall into two categories: (1) the Commissioner's  
5 e-mails and Facebook posts generally opposing discrimination against gays and  
6 lesbians and advocating the legality of same-sex marriage in Oregon and not  
7 addressed to these cases; and (2) remarks specific to the present cases. The  
8 vast majority of exhibits fall into the first category. Only two exhibits fall into the  
9 second category -- the Commissioner's February 5, 2013, Facebook post and the  
10 August 14, 2013, Oregonian article.

11 "ORS chapter 659A contains Oregon's anti-discrimination laws related to  
12 employment, public accommodations, and real property transactions and  
13 delegates the enforcement of those laws to BOLI's Commissioner. The  
14 Legislature's purpose in adopting the provisions of ORS chapter 659A is set out  
15 in ORS 659A.003. In pertinent part, ORS 659A.003 provides that:

16 'The purpose of this chapter is \* \* \* to ensure the human dignity of all  
17 people within this state and protect their health, safety and morals from  
18 the consequences of intergroup hostility, tensions and practices of  
19 unlawful discrimination of any kind based on race, color, religion, sex,  
20 sexual orientation, national origin, marital status, age, disability or familial  
21 status.'

22 "ORS 651.030(1) provides that '[t]he Bureau of Labor and Industries shall be  
23 under the control of the Commissioner of the Bureau of Labor and Industries \* \*  
24 \*.' As such, BOLI's Commissioner has the duty to see that the stated purpose of  
25 ORS chapter 659A is carried out. In addition to enforcing the various statutes  
26 contained in that chapter through the administrative process created by the  
27 Legislature,<sup>22</sup> the Commissioner's duties include, among other things, initiating  
28 programs of 'public education calculated to eliminate attitudes upon which  
29 practices of unlawful discrimination because of \* \* \* sexual orientation \* \* \*  
30 are based.'<sup>21</sup> In short, the Commissioner has been instructed by the Legislature itself  
31 to raise public awareness about practices that the Legislature has declared to be  
32 unlawful discrimination in ORS chapter 659A. The forum finds that all of the  
33 Commissioner's remarks contained in the first category -- remarks generally  
34 opposing discrimination against gays and lesbians and advocating the legality of  
35 same-sex marriage in Oregon -- fall within the scope of this particular job duty.  
36 As more articulately stated by the Agency in its objections, '[n]one of this material  
37 is inconsistent with the exercise of the commissioner's statutory obligations as an  
38 elected official.'

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22 See footnote 21.

1 "The forum next examines the two exhibits that fall within the second category  
2 that contain remarks specific to the present cases – the Commissioner's  
3 February 5, 2013, Facebook post and the August 14, 2013, Oregonian article.  
4 The Commissioner's February 5, 2013, Facebook post contains the following  
5 content, consisting of a link to 'Ace of Cakes offers free wedding cake for Ore.  
6 gay couple [www.kgw.com](http://www.kgw.com)' and the following remark by the Commissioner that  
7 Respondents contend shows actual bias:

8 'Everyone has a right to their religious beliefs, but that doesn't mean they can  
9 disobey laws already in place. Having one set of rules for everybody assures  
10 that people are treated fairly as they go about their daily lives. The Oregon  
11 Department of Justice is looking into a complaint that a Gresham bakery  
12 refused to make a wedding cake for a same-sex marriage. It started when a  
13 mother and daughter showed up at Sweet Cakes by Melissa looking for a  
14 wedding cake.'

15 "The Oregonian article, printed six days after the two Complainants filed their  
16 complaints with BOLI's CRD, contains two remarks attributed to the  
17 Commissioner that Respondents contend demonstrate his actual bias against  
18 Respondents. Those remarks are:

- 19 • "Everyone is entitled to their own beliefs, but that doesn't mean that folks  
20 have the right to discriminate," Avakian said, speaking generally.'
- 21 • "The goal is never to shut down a business. The goal is to rehabilitate,"  
22 Avakian said. "For those who do violate the law, we want them to learn  
23 from that experience and have a good, successful business in Oregon."

24 "In *Samuel v. Board of Chiropractic Examiners*, 77 Or App 53, 712 P2d  
25 132 (1985), Samuel, a chiropractor, had his chiropractor's license suspended  
and his right to perform minor surgery permanently revoked by the Board of  
Chiropractic Examiners after he performed a vasectomy on a patient. The issue  
before the Board was whether Samuels had exceeded the scope of his license  
by performing 'major' surgery, whereas chiropractors are only allowed to perform  
'minor' surgery. In their decision, the Oregon Court of Appeals, after determining  
that a vasectomy was 'major' surgery, considered whether the Board's decision  
should be overturned based on the alleged bias of two members of the Board,  
Bolin and Camerer, who participated in the disciplinary hearing and resulting  
decision to suspend Samuels. Prior to Samuels's hearing, Bolin opined that a  
vasectomy was not minor surgery. The Court, citing *Trade Comm'n v. Cement  
Institute*, 333 U.S. 683 (1948), held that Bolin's expression of opinion, which the  
Court characterized as 'a preconceived point of view concerning an issue of law'  
-- was 'not an independent basis for disqualification' of Bolin. Camerer, in  
contrast, met with four chiropractors at a restaurant, brought the Board's file on  
Samuels, and allowed the other chiropractors to examine it. Prior to the Board's  
suspension decision, Samuels sought censure against Camerer and sued  
Camerer for disclosing the contents of the file. The Court held:

1 'As a defendant in the lawsuit which arose out of the very matter pending  
2 before the Board, Camerer may have harbored some animosity towards  
3 [Samuels]. The possibility of personal animosity and the appearance of a  
4 substantial basis for bias is sufficient that, under the circumstances, he  
5 should have disqualified himself.'

6 "To show that the Commissioner has prejudged the cases before the  
7 Forum, Respondents quote the Commissioner's two 'second category'  
8 statements as follows: 'Respondents are "disobey[ing] laws" and need to be  
9 "rehabilitated."' However, this 'quote' combines selected portions of remarks  
10 made at two different times and misquotes the latter. Respondents seek to  
11 create an inference of bias that cannot reasonably be drawn from Respondents'  
12 exhibits as a whole. The Forum finds that the accurately quoted 'second  
13 category' remarks, while made in the context of Respondents' alleged  
14 discriminatory actions and the Complainants' complaints, are remarks reflecting  
15 the Commissioner's attitude generally about enforcing Oregon's anti-  
16 discrimination laws and, at most, show 'a preconceived point of view concerning  
17 an issue of law' that, under *Samuels*, is not a basis for disqualification due to  
18 bias.

## 19 **"RESPONDENTS' ADDITIONAL ARGUMENTS**

20 "In addition to their 'actual bias' argument, Respondents contend that the  
21 Commissioner should be disqualified for two other reasons: (1) The  
22 Commissioner's participation as a decision maker in these cases would violate  
23 the policy expressed in ORS 244.010 regarding ethical standards for public  
24 officials because of his conflict of interest; and (2) His participation as a decision  
25 maker in these cases would violate Oregon Rules of Professional Conduct  
(ORPC) 3.6 related to lawyers making public statements about matters in  
litigation<sup>23</sup> and Oregon's Code of Judicial Ethics. ^

### 26 **"Ethical Standards for Public Officials – ORS chapter 244 & Conflict of 27 Interest**

28 "Respondents contend that the Commissioner's actual bias and conflict of  
29 interest demonstrate a partiality towards these cases that requires the  
30 Commissioner to disqualify himself from this case. As noted earlier,  
31 Respondents have not demonstrated actual bias on the Commissioner's part.  
32 Respondents assert that, under ORS chapter 244, 'the state of Oregon and its  
33 respective agencies, including BOLI, cannot ethically sit in judgment of  
34 Respondents for conduct of which it may be legally culpable,' and cite the

---

25 <sup>23</sup> Commissioner Avakian is an attorney and a member of the Oregon State Bar.

1 following 'multiple conflicts of interest on the part of the Commissioner and BOLI  
2 as grounds for disqualification:

3 '(1) [T]he Oregon Constitution and ORS 659A.003, *et seq*, not to mention  
4 the U.S. Constitution, require BOLI to respect and protect Respondents'  
5 constitutionally-protected religion, conscience and speech rights to an  
6 even greater degree than it does complainants' statutory rights; and

7 '(2) [T]he State of Oregon, including BOLI itself, has potential legal  
8 liability as a place of public accommodation under ORS 659A.400(1)(b)  
9 and (c) because, at the time of the original defense and the filing of  
10 complaints by complainants, the state of Oregon itself refused to  
11 recognize same sex marriage relationships, just as Respondents have  
12 chosen not to participate in complainants' same-sex ceremony.'

13 "Conflict of interest" is defined under ORS chapter 244 in ORS 244.020:

14 '(1) "Actual conflict of interest" means any action or any decision or  
15 recommendation by a person acting in a capacity as a public official, the  
16 effect of which would be to the private pecuniary benefit or detriment of  
17 the person or the person's relative or any business with which the person  
18 or a relative of the person is associated unless the pecuniary benefit or  
19 detriment arises out of circumstances described in subsection (12) of this  
20 section.

21 \* \* \* \* \*

22 '(12) "Potential conflict of interest" means any action or any decision or  
23 recommendation by a person acting in a capacity as a public official, the  
24 effect of which could be to the private pecuniary benefit or detriment of the  
25 person or the person's relative, or a business with which the person or the  
26 person's relative is associated[.]'

27 "Respondents identify no conflict of interest by the Commissioner based on a  
28 pecuniary benefit or detriment that fits within these definitions. As noted by the  
29 Agency in its response, the Oregon Government Ethics Commission, not the  
30 Administrative Law Judge, is responsible for determining the Commissioner's  
31 ethical obligations under ORS chapter 244. ORS 244.250 *et seq*.

### 32 **"ORPC & Canons of Judicial Ethics**

33 "The Administrative Law Judge does not have the authority to enforce the  
34 ORPC or Code of Judicial Ethics. However, I note that Respondents have not  
35 shown that any of Commissioner Avakian's remarks contained in Respondents'  
36 exhibits 'will have a substantial likelihood of materially prejudicing' this contested  
37 case proceeding. ORPC 3.6. The Code of Judicial Ethics does not apply to the

1 Commissioner because he is not 'an officer of a judicial system performing  
2 judicial functions.'<sup>24</sup>

3 **"Conclusion**

4 "Respondents' motion to disqualify Commissioner Avakian from deciding  
5 the issues presented in the Formal Charges and issuing a Final Order is  
6 **DENIED.**"

7 (Ex. X12)

8 9) On August 13, 2014, the ALJ issued an interim order that reset the  
9 hearing to begin on October 6, 2013, noting that the Agency and Respondents had both  
10 stated in an earlier prehearing conference it might take up to a week to complete the  
11 hearing. The same day, the ALJ issued an interim order requiring case summaries and  
12 setting a filing deadline of September 22, 2014. (Ex. X14 )

13 10) On August 25, 2014, Respondents moved to postpone the hearing based  
14 on Respondents' prescheduled plans to be out of town on October 6, 2014. The  
15 Agency did not object and the ALJ reset the hearing to begin on October 7, 2014. (Ex.  
16 X17, X18 )

17 11) On September 4, 2014, Respondents filed motions to depose  
18 Complainants and Cheryl McPherson and for a discovery order related to the Agency's  
19 objections to Respondents' informal discovery request for admissions, interrogatory  
20 responses, and documents. The Agency filed timely objections to both motions. (Exs.  
21 X20 through X24)

22 12) On September 11, 2014, the Agency moved for a discovery order for the  
23 production of four types of documents. (Ex. X25 )

24 13) On September 15, 2014, Respondents filed a motion for summary  
25 judgment "on each or all of the claims asserted against them." (Ex. X26)

14) On September 16, 2014, the Agency moved for a Protective Order  
regarding Complainants' medical records both informally requested by Respondents  
and in Respondents' motion for a discovery order. The Agency attached five pages of  
medical records related to LBC and asked that the forum conduct an *in camera*  
inspection "to determine what, if any, of the information contained within these records  
is relevant or calculated to lead to the discovery of admissible evidence and must be  
turned over to Respondents." After conducting an *in camera* review, the ALJ made

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<sup>24</sup> See ORS 1.210 – "Judicial officer defined. A judicial officer is a person authorized to act as a judge in a court of justice." BOLI does not operate a "court of justice," but is an administrative agency whose contested case proceedings are regulated by the Administrative Procedures Act, ORS 183.411 to ORS 183.470.



1 minor redactions unrelated to LBC's medical diagnosis and released the records to  
2 Respondents, accompanied by a Protective Order. (Exs. X27, X44 )

3 15) The ALJ held a prehearing conference on September 18, 2014. After the  
4 conference, the ALJ issued an interim order summarizing his oral rulings, including his  
5 decision to postpone the hearing to give him time to rule on Respondents' motion for  
6 summary judgment before the hearing began. (Ex. X32)

7 16) On September 24, 2014, the Agency filed Amended Formal Charges in  
8 both cases. (Ex. X38 )

9 17) On September 25, 2014, the ALJ issued an interim order ruling on  
10 Respondents' motion for a discovery order for documents, interrogatory responses, and  
11 admissions. In pertinent part, the ruling read:

12 "As an initial matter, the Agency argues that Complainants are not subject  
13 to discovery rules under OAR 839-050-0020 because they are not 'parties' and  
14 therefore are not 'participants' under OAR 839-050-0200(1). In numerous prior  
15 cases with the forum \* \* \* a respondent has been allowed to request a discovery  
16 order to obtain documents and information from a complainant through the  
17 Agency that are discoverable under OAR 839-050-0020(7). See *In the Matter of  
18 Toltec*, 8 BOLI at 152 (noting that although the complainant was not a party,  
19 complainant still was 'a compellable witness' and the Agency was ordered to  
20 produce evidence over which it had power or authority). See also *In the Matter  
21 of Columbia Components, Inc.*, 32 BOLI 257, 259-61 (2013)(requiring  
22 complainant to verify that the interrogatory responses were true, and that  
23 complainant respond to a specific interrogatory request to which the Agency had  
24 objected); *In the Matter of Dr. Andrew Engel, DMD, PC*, 32 BOLI 94, 100 (2012)  
25 (requiring the Agency to produce any documents responsive to respondents'  
requests that appeared reasonably likely to produce information generally  
relevant to the case, including complainant's tax returns for relevant years).

26 **A. Interrogatories**

27 "Respondents requested an order requiring the Agency to fully respond to  
28 four separate interrogatories. To the extent this order requires Complainants,  
29 through the Agency, to respond to the interrogatories, Complainants must sign  
30 them under oath as required by OAR 839-050-0200(6).

31 **Interrogatory No. 7**

32 "Respondents requested that the Agency explain in detail the nature of the  
33 physical harm Complainants allege in the Formal Charges ('Charges'). The  
34 Agency responded that both Complainants experienced 'varying physical  
35 manifestations of stress' and that '[a]ny further medical information will be  
provided pursuant to a protective order.' I agree that Respondents are entitled to

1 know more specifically what physical damages have been allegedly sustained. I  
2 order the Agency to have Complainants, through the Agency, respond to this  
3 interrogatory.

4 ***“Interrogatory No. 8***

5 “Respondents requested an explanation ‘in detail [of] the nature of the  
6 mental harm Complainants alleged resulted from the events alleged in the  
7 Complaint.’ The Agency objected on the grounds that the request was redundant  
8 and vague, as it was unclear how the interrogatory differed from the interrogatory  
9 asking for information as to emotional harm allegedly suffered by Complainants.  
10 In its response to the motion, the Agency ‘stipulates’ that ‘emotional, mental’  
11 suffering is any suffering not attributed to physical suffering, and that information  
12 was provided in response to Interrogatory No. 6. Based on the Agency’s  
13 stipulation that ‘emotional [and] mental’ suffering are the same, the response to  
14 this Interrogatory appears to be sufficient and, therefore, I DENY Respondents’  
15 request for additional information in response to this interrogatory.

16 ***“Interrogatory No. 11***

17 “This interrogatory also relates to damages. With this interrogatory,  
18 Respondents requested an explanation as to the actions taken by Complainants  
19 to remove their public social media profiles after a complaint was filed with the  
20 Department of Justice on January 18, 2013. The Agency objected on the basis  
21 of relevancy. Respondents assert that this request is relevant because ‘[m]uch, if  
22 not all of the damage Complainants have alleged to this point revolve around the  
23 media attention they received as a result of Complainant Laurel Bowman-Cryer’s  
24 filing a Complaint with the Department of Justice.’ Respondents further assert  
25 that Complainants have told Respondents they had to travel out of town because  
of attention and publicity. Respondents claim that the removal of social media  
profiles is relevant to the assessment of damages or mitigation of damages. In  
its response to the motion, the Agency reiterates its objection on the basis of  
relevance, but does not directly address the arguments made in Respondents’  
motion as to damages allegedly caused by publicity and media attention. On  
September 22, 2014, the Agency timely filed a statement addressing this issue.  
In pertinent part, the Agency stated:

“Respondents caused substantial harm to Complainants, in part, through  
their intentional posting of the Department of Justice complaint on their  
social media website, which included Complainants’ home address. This  
affected Complainants by exposing them to unwanted and, sometimes,  
unnerving contact from the public. \* \* \* Complainants have had little to no  
contact with media, except through their attorney Mr. Paul Thompson. \* \* \*  
The agency’s position is that Complainants’ damages were a direct result  
of Respondents intentionally posting the DOJ complaint on the Internet.”

1 Based on the information and representations before me, I am unable to  
2 determine at this time if Interrogatory No. 11 is 'reasonably likely to produce  
3 information that is generally relevant to the case.' Therefore, the Agency is not  
4 required to respond to this interrogatory. If Respondents establish the relevance  
5 of this interrogatory in their depositions of Complainants, Respondents may  
6 renew their motion for a discovery order regarding this interrogatory.

7  
8 ***"Interrogatory No. 12***

9 "Respondents have requested an explanation 'in detail [of] any  
10 involvement or communication Complainants had with any group involved in  
11 boycotting Respondents' business.' The Agency objected on the basis of  
12 relevance, over breadth, and because the requested information is outside the  
13 possession or control of the agency. As to relevancy, I view this request as  
14 similar to Interrogatory No. 11. Based on the information and representations  
15 before me, I am unable to determine at this time if Interrogatory No. 12 is  
16 reasonably likely to produce information that is generally relevant to the case.  
17 Therefore, the Agency is not required to respond to this interrogatory. If  
18 Respondents establish the relevance of this interrogatory in their depositions of  
19 Complainants, Respondents may renew their motion for a discovery order  
20 regarding this interrogatory.

21 **"B. Production of Documents**

22 " \* \* \* \* \*

23 ***"Request No. 2***

24 "Respondents requested a copy of records 'in the Agency's possession'  
25 as to the state policy in January of 2013 for issuing marriage licenses to same  
sex couples. The Agency objected on the basis of relevance and also states that  
such documents are not within the possession or control of the Agency.  
Respondents claim such documents are relevant to show whether the "Agency is  
aware" that same sex marriage was not recognized in Oregon at the time of the  
acts in question in this case. I deny Respondents' motion because (1) the  
Agency's awareness of the status of same sex marriage in Oregon is not likely to  
lead to relevant evidence^; (2) the same sex marriage laws in Oregon are a  
matter of public record; and (3) the Agency has indicated it has no such  
documents in its possession.

26 ***"Request No. 7***

27 "This request seeks medical records for any medical visits relating to  
28 Complainants' request for emotional, mental or physical damages.  
29 Respondents' motion is GRANTED. \* \* \*

1           ***“Request No. 9***

2  
3           “Each of these requests for production seeks documentation and  
4 photographs of the actual wedding cake served at Complainants’ wedding  
5 ceremony. The Agency objected to these requests on the basis of relevancy.  
6 The fact that a cake was purchased from another cake baker is likely relevant  
7 and, thus, I grant this motion only as to a receipt or invoice for showing the  
8 purchase of the cake and one photograph of the cake. Any other requested  
9 information is overly broad. Furthermore, for the reasons set forth below  
10 regarding Request for Production No. 10, the Agency need not produce  
11 photographs of Complainants, their families, and the actual wedding ceremony.

12           ***“Request No. 10***

13           “In this request, Respondents have asked for photos, videos, or audio  
14 recordings of Complainants’ wedding ceremony. The Agency has objected on  
15 the grounds that the requested documents are irrelevant. The Agency further  
16 explains that Complainants are wary of turning over these materials to  
17 Respondents because Respondents previously posted Complainants’ home  
18 address on a social media site. Unless the Agency is intending to offer photos,  
19 videos or audio recordings as evidence at the hearing, then I agree with the  
20 Agency’s objections and DENY the motion as to these documents. If the Agency  
21 intends to offer them as evidence at hearing, then the Agency must turn them  
22 over to Respondents.

23           ***“Request No. 11***

24           “Request No. 11 seeks communications made by Complainants to the  
25 media or on social media sites ‘relating to Respondents and the events leading to  
the filing of Formal Charges against Respondents.’ I find that this request is  
reasonably likely to produce information that is generally relevant to the case. \*\*  
\* Respondents’ request is GRANTED.

***“Request No. 12***

          “Request No. 12 seeks ‘[a]ny social media posts, blog posts, emails, text  
messages, or other record or communication showing Complainant’s  
involvement with a boycott of Respondents or their business.’ Based on the  
information and representations currently before me, I am unable to determine at  
this time if this request is reasonably likely to produce information that is  
generally relevant to the case. Therefore, Respondents’ request is DENIED. If  
Respondents establish the relevance of this request in their depositions of

1 Complainants, Respondents may renew their motion for a discovery order  
2 regarding this request.

3 ***Request No. 16***

4 "Request No. 16 seeks the "names and addresses of any person, media  
5 outlet, or other entity with whom Complainants or Cheryl McPherson spoke  
6 regarding the events leading to this Complaint or the Complaint filed with the  
7 Department of Justice." I find that Respondents' request, with respect to  
8 Complainants, is reasonably likely to produce information that is generally  
9 relevant to the case, and is GRANTED. Respondents' request with regard to  
10 Cheryl McPherson is DENIED.

11 ***Request No. 17***

12 "Request No. 17 seeks the production of '[a]ny receipt, invoice, contract,  
13 or other writing memorializing the purchase of the cake by Complainants from  
14 Respondent for Cheryl McPherson's wedding.' I find that Respondents' request  
15 is not reasonably likely to produce information that is generally relevant to the  
16 case. Respondents' request is DENIED.

17 ***Request No. 18***

18 "Request No. 18 seeks the production of '[a]ny photos, videos, or other  
19 record of the cake Complainants purchased from Respondent for Cheryl  
20 McPherson's wedding.' I find that Respondents' request is not reasonably likely  
21 to produce information that is generally relevant to the case. Respondents'  
22 request is DENIED.

23 ***Request No. 22***

24 "Request No. 22 seeks '[a]ll posting by Complainants or Cheryl  
25 McPherson to any social media website, including but not limited to Facebook,  
Twitter, LinkedIn, MySpace, Instagram, and SnapChat from January 2013 to the  
present.' I find that this request, with respect to Complainants, is reasonably  
likely to produce information that is generally relevant to the case. \* \* \*  
However, Complainants are only required to provide postings that contain  
comments about the facts of this case, comments about Respondents, or  
comments that relate to their alleged damages. Respondents' request with  
regard to Cheryl McPherson is DENIED.

1           ***Request No. 23***

2           “Request No. 23 seeks ‘[a]ny recording or documents showing that  
3           Complainants ever removed any public social media profiles or caused to be  
4           hidden from public view.’ Based on the information and representations currently  
5           before me, I am unable to determine at this time if this request is reasonably  
6           likely to produce information that is generally relevant to the case. Therefore,  
7           Respondents’ request is DENIED. If Respondents establish the relevance of this  
8           request in their depositions of Complainants, Respondents may renew their  
9           motion for a discovery order regarding this request.

7           **B.    “Requests for Admissions**

8                   \* \* \* \* \*

9           ***Request No. 4***

10           “Respondents ask the Agency to admit that the State of Oregon did not  
11           recognize same sex marriage on or about January 17 and 18, 2013. The Agency  
12           objected on the basis of relevancy. For the reasons set forth above in regards to  
13           *Request for Production No. 2*, Respondents’ request is DENIED.

13           ***Requests Nos. 7 & 8***

14           “Respondents ask the Agency to admit that Complainants Laurel  
15           Bowman-Cryer and Rachel Cryer ‘did not at any time on or after January 17,  
16           2013, delete or remove her public Facebook profile.’ The Agency objects on the  
17           basis of relevance. Based on the information and representations currently  
18           before me, I am unable to determine at this time if this request is reasonably  
19           likely to produce information that is generally relevant to the case. Therefore,  
20           Respondents’ request is DENIED. If Respondents establish the relevance of this  
21           request in their depositions of Complainants, Respondents may renew their  
22           motion for a discovery order regarding this request.

19           ***Request No. 9***

20           “Respondents ask the Agency to admit that Complainants were not issued  
21           a marriage license between January 17, 2013, and May 18, 2014. The Agency  
22           objects for the same reasons it objected to *Request for Production No. 2*, which  
23           sought similar information. This request is DENIED for the same reasons set out  
24           in my denial to *Request for Production No. 2*.

23           (Ex. X41)

1 18) On September 25, 2014, the ALJ issued an interim order ruling on  
2 Respondents' motion for a discovery order for depositions. In pertinent part, the ruling  
3 read:

4 **“Complainants Laurel Bowman-Cryer and Rachel Cryer**

5 “I agree with the Agency that, given the availability of other discovery  
6 methods, the forum typically does not allow for depositions, as well as the fact  
7 that the Agency typically produces an investigative file with detailed notes of  
8 interviews of witnesses. However, this case poses two unique circumstances.  
9 First, based on the information I have received to date from Respondents and the  
10 Agency, I have been unable to determine whether or not information and  
11 documents sought in response to Interrogatories Nos. 11 and 12 and Requests  
12 for Production Nos. 12 and 23 are reasonably likely to produce information that is  
13 generally relevant to the case. If so, it may result in the production of evidence  
14 that bears a significant relationship to Complainants' alleged damages.  
15 Respondents should be able to ascertain this in a deposition and, as stated in my  
16 interim order related to those Interrogatories and Requests for the Production,  
17 may renew their request for a discovery order if they can show that testimony  
18 given during the depositions shows those requests are reasonably likely to  
19 produce information is generally relevant to the case. I also note that there  
20 appears to be a unique damages claim for reimbursement of expenses for out-of-  
21 town trips to Seattle, Tacoma (two trips), and Lincoln City, with expenses for  
22 lodging, gas, and food at a number of establishments. As Respondents point out  
23 in their motion, they 'would use all of their 25 interrogatories just trying to  
24 determine exactly how one or two of these alleged expenses was at all related to  
25 Respondents' alleged unlawful conduct.' I am persuaded by Respondents that  
they have sought informal discovery on the issue of damages through other  
methods and do not have adequate information as to damages.

“In this unusual set of circumstances, I find that Respondents should be  
permitted to briefly depose Complainants, with the scope of the depositions  
limited to Complainants' claim for damages. Unless unexpected circumstances  
arise that require an ALJ's intervention, the depositions should take no longer  
than 90 minutes per Complainant. After the scheduled September 29, 2014,  
prehearing conference in this matter, the forum will issue a subsequent order  
stating a deadline for when the depositions should be completed. The Agency  
and Complainants' counsel are instructed to cooperate with Respondents so that  
the depositions can be conducted by that deadline. Respondents are  
responsible for any court reporter costs associated with the deposition, and  
Respondents and the Agency must each pay for their own copy of transcripts if  
transcripts are prepared.

1           **“Cheryl McPherson**

2           “Respondents argue that they are entitled to depose Cheryl McPherson, a  
3 material witness in this case, because they:

4           “strongly dispute some of the factual claims made by the complainants,  
5 Respondents need to know whether Cheryl McPherson will validate  
6 complainant's (sic) testimony under oath before the hearing. \* \* \* In this  
7 case, multiple parties to the same conversations recall substantially  
8 different events, and subtle differences in retelling will substantially affect  
9 a credibility determination that Administrative Law Judge must make.  
10 Without being able to compare such testimony prior to hearing, the  
11 Respondents are substantially prejudiced.”

12           “I do not find that Respondents have demonstrated the need to depose  
13 witness Cheryl McPherson. I note that Respondents are typically provided with  
14 notes from investigative interviews of witnesses. Neither the Agency nor  
15 Respondents have provided information as to whether that occurred in this case.  
16 However, unless Respondents did not receive the usual investigative notes of the  
17 Agency’s interview with Cheryl McPherson or no such notes exist because  
18 McPherson was never interviewed, I deny Respondents’ request to take her  
19 deposition.”

20 (Ex. X42)

21           19) On September 25, 2014, the ALJ issued a discovery order requiring  
22 Respondents to produce documents in three of the four categories sought by the  
23 Agency in its September 11, 2014, motion. (Ex. X43 )

24           20) On September 29, 2014, the ALJ held a prehearing conference. During  
25 the conference, mutually acceptable new hearing dates, discovery status and a possible  
alternative to depositions, and filing deadlines were discussed and the ALJ made  
several rulings, summarized in a September 30, 2014 interim order that stated:

          “(1) Subject to the availability of Respondents and Complainants, the hearing  
is reset to begin at 9:00 a.m. on Tuesday, March 10, 2015, at the Tualatin Office  
of Administrative Hearings. If the hearing is not concluded by late afternoon on  
Friday, March 13, the hearing will reconvene at 9:00 a.m. on Tuesday, March 17,  
2015, at the same location. The Agency and Respondents’ counsel will let me  
know this week of the availability of Respondents and Complainants on those  
dates.

          “(2) Respondents have until October 2, 2014, to file answers to the Amended  
Formal Charges.



1           “(3) The Discovery ordered in my rulings on the Agency's and Respondents'  
2 motions for Discovery Orders must be mailed or hand-delivered no later than  
October 14, 2014. This does not include Complainants' depositions.

3           “(4) My order requiring Complainants to submit to depositions by Respondents  
4 is 'on hold' for the present.

5           “(5) As a potential means for avoiding the necessity of depositions,  
6 Respondents proposed that they be allowed to serve 30 additional interrogatories  
7 to the Agency for Complainants' responses. The Agency objected to 30 but  
8 agreed to 25. I agreed and ruled that Respondents could serve 25 additional  
9 interrogatories to the Agency for Complainants' response, with the responses  
due 14 days after the date of service. At the Agency's request, I also ruled that,  
should they elect to do so, the Agency may also serve up to 25 interrogatories to  
Respondents' counsel for Respondents' response, noting that the Agency is also  
entitled to do that under the rules since they have issued no prior interrogatories.

10           “(6) Case Summaries must be filed no later than February 24, 2015.

11           “(7) We also discussed the most efficient means of procedure regarding  
12 Respondents' motion for summary judgment and the Agency's pending  
13 response, considering the fact that the Agency has filed Amended Formal  
14 Charges since Respondents filed a motion for summary judgment. Respondents'  
15 counsel stated their intention in filing the motion was to resolve both cases in  
16 their entirety, if possible. After discussion, I ruled that the Agency did not need to  
17 respond to Respondents' pending motion for summary judgment and I will not  
18 rule on that motion. Rather, Respondents will file another motion for summary  
19 judgment that will incorporate the matters raised in the Amended Formal  
20 Charges so that all outstanding issues can be addressed in my ruling on  
Respondents' motion. It was mutually agreed that Respondents could have until  
October 24, 2014, to file an amended motion for summary judgment and that the  
Agency would have until November 21, 2014, to file its written response.  
Accordingly, I order that Respondents must file their amended motion for  
summary judgment no later than October 24, 2014, and the Agency must file its  
response no later than November 21, 2014. Respondents' counsel asked if oral  
argument would be allowed on the motion and I ruled that it would not.

21           “(8) The Agency stipulated that it is not seeking reimbursement for the out-of-  
22 pocket expenses listed in response to Respondents' Interrogatory #16. In  
23 response to my question, the Agency stated that it is not willing to stipulate that  
those trips are not relevant to the issue of damages.”

24 (Ex. X50 )

25           21) On October 2, 2014, Respondents filed Answers to the Agency's  
Amended Formal Charges. (Ex. X51)

1           22) On October 24, 2014, Respondents re-filed their motions for summary  
judgment. (Ex. X53)

2           23) On November 21, 2014, the Agency filed a response to Respondents'  
3 motion for summary judgment and a cross-motion for partial summary judgment "on the  
same issues moved upon by Respondents." (Ex. X54)

4           24) On December 8, 2014, the Agency filed a second motion for a discovery  
5 order. On December 15, 2014, Respondents filed a response stating that they had  
6 "now provided the Agency with all responsive documents \* \* \* not subject to the  
attorney-client privilege." On December 18, 2014, the Agency withdrew its motion for a  
7 discovery order, stating that Respondents had satisfied the Agency's request for  
production. (Ex. X57)

8           25) On December 19, 2014, Respondents filed a response to the Agency's  
9 cross-motion for summary judgment. (Ex. X61)

10          26) On January 15, 2015, the Agency moved for a Protective Order regarding  
"additional medical documentation from Complainants that is subject to discovery."  
11 The Agency attached 13 pages of medical records, dated September 30, 2014, through  
January 20, 2015, related to LBC and asked that the forum conduct an *in camera*  
12 inspection "to determine what, if any, of the information contained within these records  
is relevant or calculated to lead to the discovery of admissible evidence and must be  
13 turned over to Respondents." Before ruling, the ALJ instructed the Agency to tell the  
forum whether the Agency contended "that Bowman-Cryer continued to experience  
14 "emotional, mental, and physical suffering" caused by Respondents' alleged unlawful  
actions during the period of time covered by these records. (Ex. X64)

15          27) On January 15, 2014, Respondents renewed their motion to depose  
16 Complainants, based on part on Complainant's alleged inadequate responses to  
Respondents second set of interrogatories. On January 22, 2014, the Agency objected  
17 to Respondents' motion. On January 29, 2014, the ALJ issued an interim order  
instructing Respondents to provide a copy of the interrogatories and the Agency's  
18 responses before the ALJ ruled on Respondents' motion. (Exs. X62, X63, X66)

19          28) On January 29, 2015, the ALJ issued an interim order ruling on  
20 Respondents' re-filed motion for summary judgment and the Agency's cross-motion for  
summary judgment. The interim order is reprinted verbatim below, pursuant to OAR  
21 839-050-0150(4)(b):

1           **“Introduction**

2           “Respondents operate a bakery under the name of Sweetcakes by  
3           Melissa.<sup>25</sup> These cases arise from Respondents' refusal to provide a wedding  
4           cake for Complainants Rachel Cryer ('Cryer') and Laurel Bowman-Cryer  
5           ('Bowman-Cryer') after Respondents Aaron Klein ('A. Klein') and Melissa Klein  
6           ('M. Klein') learned that the wedding would be a same-sex wedding.

7           “As an initial matter, the forum notes Respondents' request for oral  
8           argument with regard to their motion. Respondents' request for oral argument is  
9           **DENIED.**

10           **“Procedural History**

11           “On June 4, 2014, the Civil Rights Division of the Oregon Bureau of Labor  
12           and Industries ('Agency') issued two sets of Formal Charges alleging that M.  
13           Klein violated ORS 659A.403(3) by refusing to provide Complainants a wedding  
14           cake for their same-sex wedding based on their sexual orientation and that A.  
15           Klein aided and abetted M. Klein, thereby violating ORS 659A.406. The Charges  
16           further alleged that M. Klein and A. Klein, who was acting on behalf of M. Klein,  
17           'published, circulated, issued or displayed or caused to be published, circulated,  
18           issued or displayed, a communication, notice, advertisement or sign to the effect  
19           that its accommodations, advantages, facilities, services or privileges would be  
20           refused, withheld from or denied to, or that discrimination would be made  
21           against, a person on account of his or her sexual orientation,' causing M. Klein to  
22           violate ORS 659A.409 and A. Klein to violate ORS 659A.406 by aiding and  
23           abetting M. Klein in her violation of ORS 659A.409. The Agency sought \$75,000  
24           in damages for 'emotional, mental, and physical suffering' for each Complainant,  
25           plus 'out of pocket expenses to be proven at hearing.' On June 19, 2014, the  
          ALJ consolidated the two cases for hearing.

          “Respondents, through joint counsel Herbert Grey, Tyler Smith, and Anna  
          Adams (now Anna Harmon), timely filed Answers to both sets of Formal  
          Charges, raising numerous affirmative defenses and four counterclaims.

          “On September 15, 2014, Respondents filed a motion for summary  
          judgment with respect to both sets of Charges, based primarily on legal argument  
          supporting the constitutional affirmative defenses raised in their Answers. On  
          September 16, 2014, the Agency moved for an extension of time to respond to  
          Respondents' motion until September 26, 2014. On September 17, 2014, the

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<sup>25</sup> At the time of the alleged discrimination, Sweetcakes by Melissa was an inactive assumed business name. On February 1, 2013, Sweetcakes by Melissa was re-registered as an assumed business name with the Oregon Secretary of State Business Registry, with M. Klein listed as the registrant and A. Klein listed as the authorized representative.

1 ALJ granted the Agency's motion. On September 17, 2014, the ALJ held a  
2 prehearing conference in which it became apparent that he had ruled on the  
3 Agency's motion before Respondents had seen the motion. Accordingly, the ALJ  
4 gave Respondents an opportunity to file objections. On September 18, 2014,  
5 Respondents filed objections to Agency's motion for extension. On September  
6 22, 2014, the ALJ issued an interim order that sustained his September 17, 2014,  
7 order.

8 "On September 24, 2014, the Agency amended both sets of Charges to  
9 allege that M. Klein and A. Klein both violated ORS 659A.403(3) and that A.  
10 Klein, 'in the alternative,' aided and abetted M. Klein in her violation of ORS  
11 659A.403(3), thereby violating ORS 659A.406. Additionally, the Agency alleged  
12 that, 'in the alternative,' A. Klein aided and abetted M. Klein's violation of ORS  
13 659A.409.<sup>26</sup>

14 "On September 29, 2014, the ALJ held a prehearing conference. During  
15 the conference, the participants discussed the most efficient means of  
16 proceeding regarding Respondents' motion for summary judgment and the  
17 Agency's pending response, considering the fact that the Agency had filed  
18 Amended Formal Charges ('Charges') since Respondents filed their motion for  
19 summary judgment. After discussion, it was agreed that, instead of the Agency  
20 filing a response to Respondents' original motion, it would be more efficient for  
21 Respondents to file an amended motion for summary judgment that would  
22 incorporate the matters raised in the Charges so that all outstanding issues could  
23 be addressed in the ALJ's ruling on Respondents' motion. It was mutually  
24 agreed that Respondents could have until October 24, 2014, to file an amended  
25 motion for summary judgment and that the Agency would have until November  
26 21, 2014, to file its response.

27 "On October 2, 2014, Respondents filed Amended Answers ('Answers') to  
28 the Charges. On October 24, 2014, Respondents timely filed an amended motion  
29 for summary judgment. On November 21, 2014, the Agency timely filed a  
30 response and cross motion asking that Respondents' motion be denied in its  
31 entirety and that the Agency be granted partial summary judgment as to the  
32 issues on which Respondents sought summary judgment. On November 25,  
33 2014, the forum granted Respondents' unopposed motion for an extension of  
34 time until December 19, 2014, to respond to the Agency's cross motion.  
35 Respondents filed a response on December 19, 2014.

### 36 **Summary Judgment Standard**

37 "A motion for summary judgment may be granted where no genuine issue  
38 as to any material fact exists and a participant is entitled to a judgment as a  
39 matter of law, as to all or any part of the proceedings. OAR 839-050-0150(4)(B).

40 <sup>26</sup> The Agency's amended Charges did not allege that A. Klein violated ORS 659A.409.

1 The standard for determining if a genuine issue of material fact exists and the  
2 evidentiary burden on the participants is as follows:

3 \* \* \* No genuine issue as to a material fact exists if, based upon the  
4 record before the court viewed in a manner most favorable to the adverse  
5 party, no objectively reasonable juror could return a verdict for the adverse  
6 party on the matter that is the subject of the motion for summary  
7 judgment. The adverse party has the burden of producing evidence on  
8 any issue raised in the motion as to which the adverse party would have  
9 the burden of persuasion at [hearing].’ ORCP 47C.

10 The ‘record’ considered by the forum consists of: (1) the amended Formal  
11 Charges and Respondents’ amended Answers to those Charges; (2)  
12 Respondents’ motion, with attached exhibits; (3) the Agency’s response and  
13 cross-motion to Respondents’ motion, with an attached exhibit; and (4)  
14 Respondents’ response to the Agency’s motion.

## 15 **Analysis**

### 16 **A. Facts of the Case**

17 “The undisputed material facts of this case relevant to show whether  
18 Respondents violated ORS chapter 659A as alleged in the Charges are set out  
19 below.

#### 20 **Findings of Fact**

- 21 1) “Complainants Cryer and Bowman-Cryer are both female persons.”<sup>27</sup> (Formal  
22 Charges)
- 23 2) “In January 2013, Sweetcakes by Melissa (‘Sweetcakes’) was a business  
24 owned and operated as an unregistered assumed business name by  
25 Respondents M. Klein and A. Klein. At all material times, Sweetcakes was a  
place or service that offered custom designed wedding cakes for sale to the  
public. (Respondents’ Admission; Affidavits of A. Klein, M. Klein)
- 3) “Before and throughout the operation of Sweetcakes, Respondents M. Klein  
and A. Klein have been jointly committed to live their lives and operate their  
business according to their Christian religious convictions. Based on specific  
passages from the Bible, they have a sincerely held belief that that God  
‘uniquely and purposefully designed the institution of marriage exclusively as  
the union of one man and one woman’ and that ‘the Bible forbids us from

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<sup>27</sup> The Charges do not identify either Complainant as a female, but the forum infers from their names and the Agency’s reference to each Complainant as “her” that Complainants are both female.

1           proclaiming messages or participating in activities contrary to Biblical  
2           principles, including celebrations or ceremonies for uniting same-sex  
3           couples.’ (Affidavits of A. Klein, M. Klein)

- 4           4) “In the operation of Sweetcakes, A. Klein bakes the cakes, cuts the layers,  
5           adds filling, and applies a base layer of frosting. M. Klein then does the  
6           design and decorating. A. Klein delivers the cake to the wedding or reception  
7           site in a vehicle that has ‘Sweet Cakes by Melissa’ written in large pink letters  
8           on the side and assembles the cake as necessary. A. Klein also sets up the  
9           cake and finalizes any remaining decorations after final assembly and  
10           placement. In that capacity, he often interacts with the couple or other family  
11           members and often places cards showing that Sweetcakes created the cake.  
12           (Affidavits of A. Klein, M. Klein)
- 13           5) “In or around November 2010, Respondents designed, created, and  
14           decorated a wedding cake for Cryer’s mother, Cheryl McPherson, for which  
15           Cryer paid. (Affidavit of M. Klein)
- 16           6) “On January 17, 2013, Cryer and McPherson visited Sweetcakes for a  
17           previously scheduled cake tasting appointment, intending to order a cake for  
18           Cryer’s wedding ceremony to Bowman-Cryer. (Respondents’ Admission;  
19           Affidavit of A. Klein)
- 20           7) “A. Klein conducted the cake tasting at Sweetcakes’ bakery shop located in  
21           Gresham, Oregon. M. Klein was not present during the tasting. During the  
22           tasting, A. Klein asked for the names of the bride and groom, and Cryer told  
23           him there would be two brides and their names were ‘Rachel and Laurel.’  
24           (Respondents’ Admission; Affidavit of A. Klein)
- 25           8) “A. Klein told Cryer that Sweetcakes did not make wedding cakes for same-  
sex ceremonies because of A. and M. Klein’s religious convictions. In  
response, Cryer and McPherson walked out of Sweetcakes. (Respondents’  
Admission; Affidavit of A. Klein)
- 9) “Before driving off, McPherson re-entered Sweetcakes by herself to talk to A.  
Klein. During their subsequent conversation, McPherson told A. Klein that  
she used to think like him, but her ‘truth had changed’ as a result of having  
‘two gay children.’ A. Klein quoted Leviticus 18:22 to McPherson, saying ‘You  
shall not lie with a male as one lies with a female; it is an abomination.’  
McPherson then left Sweetcakes. (Affidavit of A. Klein)
- 10) “On February 1, 2013, Sweetcakes by Melissa was registered as an assumed  
business name with the Oregon Secretary of State, with the  
‘Registrant/Owner’ listed as Melissa Elaine Klein and the ‘Authorized  
Representative’ listed as Aaron Wayne Klein. (Exhibit A1, p. 2, Agency

1 Response to Motion for Summary Judgment and Cross-Motion for Summary  
2 Judgment)

3 11) "On August 8, 2013, both Complainants filed verified written complaints with  
4 BOLI's Civil Rights Division ('CRD') alleging unlawful discrimination by  
5 Respondents on the basis of sexual orientation. After investigation, the CRD  
6 issued a Notice of Substantial Evidence Determination on January 15, 2014,  
7 in both cases, and sent copies to Respondents. (Respondents' Admission)

8 12) "At some time prior to September 2, 2013, A. Klein and M. Klein took part in a  
9 video interview with Christian Broadcast Network (CBN) in which A. Klein  
10 explained the reasons for declining to provide a wedding cake for  
11 Complainants. On September 2, 2013, CBN broadcast a one minute, five  
12 seconds long presentation about Complainants' complaints. The broadcast  
13 begins and ends with a CBN announcer describing the complaints filed by  
14 Cryer and Bowman-Cryer against Respondents while pictures of the bakery  
15 are broadcast. A. and M. Klein appear midway in the broadcast, standing  
16 together outdoors, and make the following statements:<sup>28 29</sup>

17 **A. Klein:** 'I didn't want to be a part of her marriage, which I think is wrong.'

18 **M. Klein:** 'I am who I am and I want to live my life the way I want to live  
19 my life and, you know, I choose to serve God.'<sup>30</sup>

20 **A. Klein:** 'It's one of those things where you never want to see something  
21 you've put so much work into go belly up, but on the other hand, um, I  
22 have faith in the Lord and he's taken care of us up to this point and I'm  
23 sure he will in the future.'

24 (Exhibit 1-I, Respondents' Motion for Summary Judgment)

25 13) "In September 2013, M. and A. Klein closed their bakery shop in Gresham and  
moved their business to their home, where they continued to offer custom  
designed wedding cakes for sale to the public. (Affidavits of A. Klein, M. Klein)

14) "On February 13, 2014, A. Klein was interviewed live on a radio show by Tony  
Perkins called 'Washington Watch.' Perkins's show lasted approximately 15

26 <sup>28</sup> There is nothing in the video to show whether these statements were made in response to a question  
27 or if it was part of a longer interview.

28 <sup>29</sup> This transcript was made by the ALJ from a DVD provided to the forum by Respondents. The DVD  
29 includes the September 2, 2013, CBN video, and an mp4 recording of a February 13, 2014, interview with  
30 Tony Perkins.

31 <sup>30</sup> M. Klein's statement is only included to provide context, as the Agency did not allege that her statement  
32 was a violation of Oregon law.

1 minutes. In pertinent part, the interview included the following exchange that  
2 occurred, starting at four minutes, 30 seconds into the interview and ending at six  
3 minutes, twenty-two seconds into the interview.<sup>31</sup>

4 **Perkins:** “\* \* \* Tell us how this unfolded and your reaction to that.”

5 **Klein:** ‘Well, as far as how it unfolded, it was just, you know, business as  
6 usual. We had a bride come in. She wanted to try some wedding cake.  
7 Return customer. Came in, sat down. I simply asked the bride and groom's  
8 first name and date of the wedding. She kind of giggled and informed me it  
9 was two brides. At that point, I apologized. I said “I’m very sorry, I feel like  
10 you may have wasted your time. You know we don’t do same-sex marriage,  
11 same-sex wedding cakes.” And she got upset, noticeably, and I understand  
12 that. Got up, walked out, and you know, that was, I figured the end of it.’

13 **Perkins:** ‘Aaron, let me stop you for a moment. Had you and your wife, had  
14 you talked about this before; is this something that you had discussed? Did  
15 you think, you know, this might occur and had you thought through how you  
16 might respond or did this kind of catch you off guard?’

17 **Klein:** ‘You know, it was something I had a feeling was going to become an  
18 issue and I discussed it with my wife when the state of Washington, which is  
19 right across the river from us, legalized same-sex marriage and we watched  
20 Masterpiece Bakery going through the same issue that we ended up going  
21 through. But, you know, it was one of those situations where we said “well I  
22 can see it is going to become an issue but we have to stand firm. It’s our  
23 belief and we have a right to it, you know.” I could totally understand the  
24 backlash from the gay and lesbian community. I could see that; what I don't  
25 understand is the government sponsorship of religious persecution. That is  
something that just kind of boggles my mind as to how a government that is  
under the jurisdiction of the Constitution can decide, you know, that these  
people's rights overtake these people's rights or even opinion, that this  
person's opinion is more valid than this person's; it kind of blows my mind.’

(Exhibit 1-I, Respondents’ Motion for Summary Judgment)

## 20 **B. Analysis of Complainants’ Claims on the Merits**

21 “The forum first analyzes whether Respondents’ actions violated the  
22 applicable public accommodation statutes. If so, the forum moves on to a  
23 determination of whether Respondents have established one or more of their  
24 affirmative defenses that rely on the Oregon and U. S. Constitution. See *Tanner*  
25 *v. OHSU*, 157 Or App 502, 513 (1998), *rev den* 329 Or 528, citing *Planned*

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<sup>31</sup> See footnote 29.



1 *Parenthood Assn. v. Dept. of Human Resources*, 297 Or 562, 564, 687 P2d 785  
2 (1984); *Young v. Alongi*, 123 Or App 74, 77-78, 858 P2d 1339 (1993). See also  
3 *Meltebeke v. Bureau of Labor and Industries*, 322 Or 132, 138-39 (1995)(before  
4 considering constitutional issues, court must first consider pertinent  
5 subconstitutional issues).

6 "In its Charges, the Agency alleged that Respondents operated  
7 Sweetcakes, a place of public accommodation under ORS 659A.400, and  
8 violated ORS 659A.403, 659A.406, and 659A.409 by refusing to provide  
9 Complainants a wedding cake based on their sexual orientation, by aiding and  
10 abetting that refusal, and by communicating their intent to discriminate based on  
11 sexual orientation.

12 "Although Respondents' affirmative defenses apply to the forum's ultimate  
13 disposition of each alleged statutory violation, the forum is able to draw several  
14 legal conclusions from the undisputed material facts relevant to the Agency's  
15 allegations that are unaffected by those affirmative defenses.

16 "First, at all times material, A. Klein and M. Klein owned and operated  
17 Sweetcakes as a partnership. ORS 67.055 provides, in pertinent part:

18 '(1) Except as otherwise provided in subsection (3) of this section, the  
19 association of two or more persons to carry on as co-owners a business  
20 for profit creates a partnership, whether or not the persons intend to create  
21 a partnership.

22 \* \* \* \* \*

23 '(d) It is a rebuttable presumption that a person who receives a share of  
24 the profits of a business is a partner in the business \* \* \*.'

25 In affidavits dated October 23, 2014, signed by M. Klein and A. Klein and  
submitted in support of Respondent's motion for summary judgment, they both  
aver: 'Together we have operated Sweetcakes by Melissa as a business since  
we opened in 2007. \* \* \* Until recent months, we both worked actively in the  
business, primarily derived our family income from the operation of the business,  
and jointly shared the profits of the business.' The Agency does not dispute the  
factual accuracy of these statements. Accordingly, the forum concludes that M.  
Klein and A. Klein were joint owners of Sweetcakes and operated it as a  
partnership and unregistered assumed business name in January 2013, and as a  
registered assumed business name since February 1, 2013. As such, they are  
jointly and severally liable for any violations of ORS chapter 659A related to  
Sweetcakes.

"Second, ORS 659A.403, 659A.406, and 659A.409 all require that  
discrimination must be made by a 'person' acting on behalf of a 'place of public  
accommodation.' 'Person' includes '[o]ne or more individuals.' ORS

1 659A.001(9)(a). The undisputed facts establish that A. Klein and M. Klein are  
2 'individual[s]' and 'person[s].' A 'place of public accommodation' is defined in  
3 ORS 659A.400 as '(a) Any place or service offering to the public  
4 accommodations, advantages, facilities or privileges whether in the nature of  
5 goods, services, lodgings, amusements, transportation or otherwise.' The  
6 undisputed facts show that, at all material times, Sweetcakes was a place or  
7 service offering goods and services – wedding cakes and the design of those  
8 cakes – to the public. Accordingly, the forum concludes that Sweetcakes, at all  
9 material times, was a 'place of public accommodation.'

10 "Third, as germane to this case, ORS 659A.403 and 659A.406 prohibit  
11 any 'distinction, discrimination or restriction' based on Complainants' 'sexual  
12 orientation.' This requires the forum to determine Complainants' actual or  
13 perceived sexual orientation. As used in ORS chapter 659A, 'sexual orientation'  
14 is defined as 'an individual's actual or perceived heterosexuality, homosexuality,  
15 bisexuality, or gender identity, regardless of whether the individual's gender  
16 identity, appearance, expression or behavior differs from that traditionally  
17 associated with the individual's assigned sex at birth.' OAR 839-005-0003(16).  
18 The forum infers<sup>32</sup> that Complainants' sexual orientation is homosexual and that  
19 A. Klein perceived they were homosexual from four undisputed facts: (a)  
20 Complainants were planning to have a same-sex marriage; (b) A. Klein told Cryer  
21 and McPherson that Respondents do not make wedding cakes for same-sex  
22 ceremonies; (c) McPherson told A. Klein that she had 'two gay children'; and (d)  
23 In response to McPherson's statement, A. Klein quoted a reference from  
24 Leviticus related to male homosexual behavior.

25 "Fourth, A. Klein's verbal statements made in the CBN and Tony Perkins  
interviews that were publicly broadcast constitute a 'communication' that was  
'published' under ORS 659A.409.

### 17 **"C. Failure to State Ultimate Facts Sufficient to Constitute a Claim**

18 "Before determining the merits of the Agency's ORS 659A.403(3)  
19 allegations, the forum first evaluates Respondents' pleading – 'fail[ure] to state  
20 ultimate facts sufficient to constitute a claim' -- that Respondents categorize as  
21 their first 'affirmative defense.' As a procedural matter, the forum views this  
22 defense as a straightforward denial of the allegations in the pleadings rather than  
23 as an affirmative defense.<sup>33</sup> As argued by Respondents in their motion for

24 <sup>32</sup> Evidence includes inferences. There may be more than one inference to be drawn from the basic fact  
25 found; it is the forum's task to decide which inference to draw. *See, e.g., In the Matter of Income Property  
Management, 31 BOLI 18, 39 (2010).*

<sup>33</sup> In general, an affirmative defense is a defense setting up new matter that provides a defense against  
the Agency's case, assuming all the facts in the complaint to be true. *See, e.g. Pacificorp v. Union Pacific  
Railroad, 118 Or App 712, 717, 848 P2d 1249 (1993).* A few examples of affirmative defenses previously  
recognized by this forum include statute of limitations, claim and issue preclusion, bona fide occupational  
requirement, undue hardship, laches, and unclean hands. Some other affirmative defenses recognized

1 summary judgment, this defense goes to two issues. First, whether Bowman-  
2 Cryer's absence when A. Klein made his alleged discriminatory statement on  
3 January 13, 2013, deprives her of a cause of action under ORS 659A.403 and  
4 659A.406. Second, whether Respondents' refusal to provide a wedding cake for  
5 Complainants was on account of their sexual orientation.

6 ***"Bowman-Cryer's absence on January 13, 2013 does not deprive her of***  
7 ***standing***

8 "It is undisputed is the fact that Complainants sought a wedding cake from  
9 Sweetcakes based on Cryer's previous experience in purchasing a wedding cake  
10 from Sweetcakes for McPherson's wedding. It is also undisputed that Bowman-  
11 Cryer was not present at Sweetcakes on January 13, 2013, when A. Klein told  
12 Cryer and McPherson that Sweetcakes would not make a wedding cake for a  
13 same-sex wedding.

14 "Respondents argue as follows:

15 'Additionally, if as it appears on the face of the pleadings, one or more of  
16 the complainants were not actually potential customers requesting a  
17 wedding cake issue, and they were also not the ones denied services, and  
18 their claims must fail as a matter of law. In particular, the record is Laurel  
19 Bowman-Cryer was not present for the cake tasting and was never denied  
20 services. Therefore, either Rachel Cryer or Cheryl McPherson was the  
21 only person who was denied services according to Complainants['] own  
22 record. Claims made by anyone else must fail.'

23 The forum rejects this argument, as it relies on the false premise that a person  
24 cannot be discriminated against unless they are physically present to witness an  
25 alleged act of discrimination perpetrated against them. In this case, the 'full and  
equal accommodation' sought by both Complainants was a wedding cake to  
celebrate their same-sex wedding, an occasion in which they would be joint  
celebrants. The forum takes judicial notice that a wedding cake has long been  
considered a customary and important tradition in weddings in the United States.  
Respondents themselves acknowledge the special significance of wedding cakes  
in their affidavits, in which A. Klein and M. Klein each aver:

'The process of designing, creating and decorating a cake for a wedding  
goes far beyond the basics of baking a cake and putting frosting on it. Our  
customary practice involves meeting with customers to determine who

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by Oregon courts include discharge in bankruptcy, duress, fraud, payment, release, statute of frauds,  
unconstitutionality, and waiver. *ORCP 19B*. In contrast, a defense that admits or denies facts  
constituting elements of the Agency's prima facie case that are alleged in the Agency's charging  
document is not an affirmative defense.

1 they are, what their personalities are, how they are planning a wedding,  
2 finding out what their wishes and expectations concerning size, number of  
3 layers, colors, style and other decorative detail, which often includes  
4 looking at a variety of design alternatives before conceiving, sketching,  
5 and custom crafting a variety of decorating suggestions and ultimately  
6 finalizing the design. Our clients expect, and we intend, that each cake  
7 will be uniquely crafted to be a statement of each customer's personality,  
8 physical tastes, theme and desires, as well as their palate so it is a special  
9 part of their holy union.'

6 Because the wedding cake was intended to equally benefit both Cryer and  
7 Bowman-Cryer, the forum finds that Bowman-Cryer has the same cause of  
8 action against Respondents under ORS 659A.403 and .406 as Cryer.  
9 *Macedonia Church v. Lancaster Hotel Ltd.*, 498 F. Supp 2d 494 (2007), though  
10 not binding on this forum, illustrates this point. In *Macedonia*, a group of  
11 individuals associated with Macedonia Church, a predominantly African-  
12 American congregation, alleged that they were denied accommodations because  
13 of their race. Defendants moved to dismiss the complaint as to all but four  
14 plaintiffs on the grounds that the only plaintiffs who had standing to pursue the  
15 complaint were the four who actually visited defendants' facility. As stated by the  
16 court, 'the defendants' argument appears to assume that unless each plaintiff  
17 had a first-hand contact with the defendants, he or she could not [have] suffered  
18 any "personal and individual" injury.' The court denied defendants' motion,  
19 holding:

14 'Whether there was first-hand contact between the individual plaintiffs and  
15 the defendants is not material to the question of whether the individual  
16 plaintiffs suffered a personal and individual injury. Each of the Non-  
17 organizer Plaintiffs alleges that he or she was denied accommodations on  
18 the basis of race or color. The fact that the defendants informed the  
19 plaintiffs that their refusal to provide them with accommodations by  
20 communicating with the Organizers instead of with each of the Non-  
21 organizer plaintiffs does not alter the fact that those plaintiffs were denied  
22 accommodations. Nor is it material that the plaintiffs were unaware of the  
23 discrimination until sometime after it occurred.'

20 ***"Nexus between Complainants' sexual orientation and Respondents'  
21 refusal to provide a wedding cake for their same-sex wedding***

22 "Respondents argue that there is no evidence of any connection between  
23 Complainants' sexual orientation and Respondents' alleged discriminatory action.  
24 Respondents' argument is two-pronged. First, Respondents argue that their prior  
25 sale of a wedding cake to Cryer for her mother's wedding proves Respondents'  
lack of animus towards Complainant's sexual orientation. Second, Respondents

1 attempt to isolate Complainants' sexual orientation from their proposed<sup>34</sup>  
2 wedding, arguing that their decision was not on account of Complainants' sexual  
3 orientation, but on Respondents' objection to participation in the event for which  
4 the cake would be prepared.

5 "Respondents' first argument fails for the reason that there is no evidence  
6 in the record that A. Klein, the person who refused to make a cake for  
7 Complainants while acting on Sweetcakes' behalf, had any knowledge of  
8 Complainants' sexual orientation in November 2010 when Cryer purchased a  
9 cake for her mother's wedding. Even if A. Klein was aware of Cryer's sexual  
10 orientation in November 2010, not discriminating on one occasion does not  
11 inevitably lead to the conclusion that A. Klein did not discriminate on a  
12 subsequent occasion.

13 "Respondents rely on *Tanner v. OHSU* to support their second argument.  
14 In *Tanner*, OHSU, in accordance with State Employees' Benefits Board (SEBB)  
15 eligibility criteria, permitted employees to purchase insurance coverage for 'family  
16 members.' Under the SEBB criteria, unmarried domestic partners of employees  
17 were not 'family members' who were entitled to insurance coverage. Plaintiffs,  
18 three lesbian nursing professionals with domestic partners, applied for insurance  
19 coverage and were denied on the ground that the domestic partners did not meet  
20 the SEBB eligibility criteria. Plaintiffs sued, alleging disparate impact sex  
21 discrimination in violation of *then* ORS 659.030(1)(b) in that OHSU's policy had  
22 the effect of discriminating against homosexual couples because, unlike  
23 heterosexual couples, they could not marry and become eligible for insurance  
24 benefits. Significant to this case, the court stated that plaintiffs were a member of  
25 a protected class under ORS 659.030 and that they made out a disparate impact  
claim because 'OHSU's practice of denying insurance benefits to unmarried  
domestic partners, while facially neutral as to homosexual couples, effectively  
screens out 100 percent of them from obtaining full coverage for both partners.  
That is because, under Oregon law, homosexual couples may not marry.' *Id.* at  
516. The court then held that OHSU did not violate *then* ORS 659.030(1)(b)  
because plaintiffs did not prove that OHSU engaged 'in a subterfuge to evade the  
purposes of this chapter' under *then* ORS 659.028. *Id.* at 517-19. The language  
that Respondents quote to support their argument is not the holding of the case,  
but merely a bridge between the court's evaluation of plaintiffs' case based on  
different treatment and disparate impact theories. Accordingly, *Tanner* does not  
assist Respondents. Also significant to this case, plaintiffs alleged a violation of  
Article I, section 20, of the Oregon Constitution. The court found that plaintiffs,  
as homosexual couples, were members of a 'true class,' and also members of a  
'suspect class' based on their sexual orientation. *Id.* at 524.

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34 The forum uses the term "proposed" because there is no evidence in the record to show whether Complainants were actually ever married. [NOTE: At hearing, evidence was presented that Complainant's were legally married in 2014, a few days after Oregon's ban on same-sex marriage was struck down in federal court. See Proposed Finding of Fact #47 -- The Merits, *infra*.

1           “Respondents’ attempt to divorce their refusal to provide a cake for  
2 Complainants’ same-sex wedding from Complainants’ sexual orientation is  
3 neither novel nor supported by case law. As the Agency argues in support of its  
4 cross-motion, ‘[t]here is simply no reason to distinguish between services for a  
5 wedding ceremony between two persons of the same sex and the sexual  
6 orientation of that couple. The conduct, a marriage ceremony, is inextricably  
7 linked to a person’s sexual orientation.’

8           “The U. S. Supreme Court has rejected similar attempts to distinguish  
9 between a protected status and conduct closely correlated with that status. In  
10 *Christian Legal Society Chapter of the University of California, Hastings College  
11 of the Law v. Martinez*, 561 U.S. 661, 130 S. Ct. 2971 (2010), students at  
12 Hastings College of the Law formed a chapter of the Christian Legal Society  
13 (‘CLS’) and sought formal recognition from the school. The CLS required its  
14 members to affirm their belief in the divinity of Jesus Christ and to refrain from  
15 ‘unrepentant homosexual conduct.’ *Id.* at 2980. Hastings refused to recognize  
16 the organization on the ground that it violated Hastings’ nondiscrimination policy,  
17 which prohibited exclusion based on religion or sexual orientation. The CLS  
18 argued that ‘it does not exclude individuals because of sexual orientation, but  
19 rather “on the basis of a conjunction of conduct and the belief that the conduct is  
20 not wrong.”’ *Id.* at 2990. The Court rejected this argument, stating:

21           ‘Our decisions have declined to distinguish between status and conduct in  
22 this context. See *Lawrence v. Texas*, 539 U.S. 558, 575, 123 S Ct 2472,  
23 156 L.Ed.2d 508 (2003) (“When homosexual *conduct* is made criminal by  
24 the law of the State, that declaration in and of itself is an invitation to  
25 subject homosexual *persons* to discrimination.” (emphasis added)); *id.*, at  
26 583, 123 S.Ct. 2472 (O’Connor, J., concurring in judgment) (“While it is  
27 true that the law applies only to conduct, the conduct targeted by this law  
28 is conduct that is closely correlated with being homosexual. Under such  
29 circumstances, [the] law is targeted at more than conduct. It is instead  
30 directed toward gay persons as a class.”); cf. *Bray v. Alexandria Women’s  
31 Health Clinic*, 506 U.S. 263, 270, 113 S.Ct. 753, 122 L.Ed.2d 34 (1993)  
32 (“A tax on wearing yarmulkes is a tax on Jews.”).’

33           In conclusion, the forum holds that when a law prohibits discrimination on the  
34 basis of sexual orientation, that law similarly protects conduct that is inextricably  
35 tied to sexual orientation. See *Elane Photography, LLC v. Willock*, 309 P3d 53,  
36 62 (2013), *cert den* 134 S. Ct. 1787 (2014). Applied to this case, the forum finds  
37 that Respondents’ refusal to provide a wedding cake for Complainants because it  
38 was for their same-sex wedding was synonymous with refusing to provide a cake  
39 because of Complainants’ sexual orientation.

1           **"D. Respondent A. Klein violated 659A.403**

2           With regard to its ORS 659A.403 claims, the Agency alleges the following  
3 in paragraph III.12 in both sets of Charges:

4           '12. Respondents discriminated against Complainant because of her sexual  
5 orientation.

6           a. Melissa Elaine Klein denied full and equal accommodations, advantages,  
7 facilities and privileges of her business to [Complainant] based on her  
8 sexual orientation, in violation of ORS 659A.403(3).

9           **b. Respondent Aaron Wayne Klein, dba Sweetcakes by Melissa denied  
10 full and equal accommodations, advantages, facilities and privileges  
11 of her [sic] business to [Complainant] based on her sexual  
12 orientation, in violation of ORS 659A.403(3).**

13           c. **In the alternative**, Respondent Aaron Wayne Klein aided or abetted  
14 Melissa Elaine Klein in violating ORS 659A.403(3), in violation of ORS  
15 659A.406.'

16           (emphasis bolded by Agency in its Amended Formal Charges to show  
17 amendments to original Formal Charges)

18           ORS 659A.403 provides, in pertinent part:

19           '(1) Except as provided in subsection (2) of this section, all persons within  
20 the jurisdiction of this state are entitled to the full and equal  
21 accommodations, advantages, facilities and privileges of any place of  
22 public accommodation, without any distinction, discrimination or restriction  
23 on account of race, color, religion, sex, sexual orientation, national origin,  
24 marital status or age if the individual is 18 years of age or older.

25           '(2) Subsection (1) of this section does not prohibit:

                  "(a) The enforcement of laws governing the consumption of  
                  alcoholic beverages by minors and the frequenting by minors of  
                  places of public accommodation where alcoholic beverages are  
                  served; or

                  "(b) The offering of special rates or services to persons 50 years of  
                  age or older.

                  '(3) It is an unlawful practice for any person to deny full and equal  
                  accommodations, advantages, facilities and privileges of any place of  
                  public accommodation in violation of this section.'

1 "The prima facie elements of the Agency's 659A.403 case are: 1)  
2 Complainants were a homosexual couple and were perceived as such by A.  
3 Klein and M. Klein; 2) Sweetcakes was a place of public accommodation; 3a) A.  
4 Klein, a person acting on behalf of Sweetcakes, denied full and equal  
5 accommodations to Complainants; 3b) M. Klein, a person acting on behalf of  
6 Sweetcakes, denied full and equal accommodations to Complainants; and 4) the  
7 denials were on account of Complainants' sexual orientation. Elements 1, 2, 3a  
8 are established by undisputed facts. Element 4 is established in the preceding  
9 section's discussion of 'Nexus.' Accordingly, the forum concludes that A. Klein  
10 violated ORS 659A.403 and that the Agency is entitled to summary judgment on  
11 the merits as to Cryer's and Bowman-Cryer's 659A.403 claims against A. Klein.  
12 Since there is no evidence that M. Klein took any action to deny the full and  
13 equal accommodations, advantages, facilities and privileges of Sweetcakes to  
14 Complainants, the forum concludes that M. Klein did not violate ORS 659A.403.  
15 However, M. Klein, as a joint owner of Sweetcakes with A. Klein, is jointly and  
16 severally liable for any damages awarded to Complainants stemming from A.  
17 Klein's violation.

18 **"E. ORS 659A.406 -- Aiding and Abetting a Violation of ORS 659A.403(3)**

19 "The Agency seeks to hold A. Klein liable as an aider and abettor under  
20 ORS 659A.406 for M. Klein's alleged violation of ORS 659A.403(3).  
21 Respondents assert that A. Klein cannot be held liable as an aider and abettor  
22 under ORS 659A.406 because he is a co-owner of Sweetcakes and, as a matter  
23 of law, cannot aid and abet himself. The Agency argues to the contrary, based  
24 on the 'plain text' of the statute.

25 "ORS 659A.406 provides, in pertinent part:

"Except as otherwise authorized by ORS 659A.403, it is an unlawful  
practice for any person to aid or abet any place of public accommodation,  
as defined in ORS 659A.400, or any employee or person acting on behalf  
of the place of public accommodation to make any distinction,  
discrimination or restriction on account of race, color, religion, sex, sexual  
orientation, national origin, marital status or age if the individual is 18  
years of age or older."

In the previous section, the forum concluded that M. Klein did not violate ORS  
659A.403(3) as alleged in paragraph III.12.a and that A. Klein, the joint owner of  
Sweetcakes, violated ORS 659A.403(3) as alleged in paragraph II.12.b. Since  
M. Klein did not violate ORS 659A.403, A. Klein cannot be held liable to have  
aided and abetted her violation.<sup>35</sup>

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<sup>35</sup> As pointed out in the previous section, there is a difference between committing a violation and being  
liable for the consequences of that violation. In this case, M. Klein's liability stems from her partnership  
status, not from any violation that she committed.



1       **"F. Notice that Discrimination will be made in Place of Public**  
2       **Accommodation – ORS 659A.409**

3                "In section IV of its Charges,<sup>36</sup> the Agency alleges: (a) Respondent M.  
4       Klein 'published, issued \* \* \* a communication, notice \* \* \* that its  
5       accommodation, advantages \* \* \* would be refused, withheld from or denied to,  
6       or that discrimination would be made against, a person on account of his or her  
7       sexual orientation, in violation of ORS 659A.409'; (b) Respondent A. Klein, 'dba  
8       Sweetcakes by Melissa, denied full and equal accommodations, advantages,  
9       facilities and privileges of her business to [Complainant] based on her sexual  
10      orientation, in violation of ORS 659A.403(3)'; and (c) In the alternative,  
11      Respondent A. Klein 'aided or abetted M. Klein in violating ORS 659A.409, in  
12      violation of ORS 659A.406.'

13                "In its Charges, the Agency alleges in paragraphs II.8 & 9 that A. Klein  
14      made statements that were broadcast on television on September 2, 2013, and  
15      on the radio on February 13, 2014, that communicate an intent to discriminate  
16      based on sexual orientation. The full text of the relevant part of those broadcasts  
17      is set out in Findings of Fact ##12 and 14, *supra*. The Agency's cross-motion for  
18      summary judgment singles out the statements made on those two occasions as  
19      proof that Respondents violated ORS 659A.409.<sup>37</sup>

20                "ORS 659A.409 provides, in pertinent part:

21                        "\* \* \* it is an unlawful practice for any person acting on behalf of any place  
22                        of public accommodation as defined in ORS 659A.400 to publish,  
23                        circulate, issue or display, or cause to be published, circulated, issued or  
24                        displayed, any communication, notice, advertisement or sign of any kind to  
25                        the effect that any of the accommodations, advantages, facilities, services  
                          or privileges of the place of public accommodation will be refused,  
                          withheld from or denied to, or that any discrimination will be made against,  
                          any person on account of \* \* \* sexual orientation \* \* \*.'

26                The alleged unlawful statements made by A. Klein were:

27                        'I didn't want to be a part of her marriage, which I think is wrong.'  
28                        (*September 2, 2013 CBN interview*)

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29                <sup>36</sup> Section IV is prefaced by the caption "UNLAWFUL PRACTICE: DISCRIMINATION BY PUBLICATION,  
30      CIRCULATION, ISSUANCE, OR DISPLAY OF A COMMUNICATION, NOTICE, ADVERTISEMENT, OR  
31      SIGN OF A DENIAL OF ACCOMMODATIONS, ADVANTAGES, FACILITIES, SERVICES OR  
32      PRIVILEGES BY A PLACE OF PUBLIC ACCOMMODATION BASED ON SEXUAL ORIENTATION."

33                <sup>37</sup> The Agency's cross-motion also discusses the sign on Sweetcakes' door after it closed for business,  
34      but since the Agency did not allege the existence or contents of the sign as a violation, the forum does  
35      not consider it.

1 'I said "I'm very sorry, I feel like you may have wasted your time. You  
2 know we don't do same-sex marriage, same-sex wedding cakes." \* \* \* You  
3 know, it was something I had a feeling was going to become an issue and  
4 I discussed it with my wife when the state of Washington, which is right  
5 across the river from us, legalized same-sex marriage and we watched  
6 Masterpiece Bakery going through the same issue that we ended up going  
7 through. But, you know, it was one of those situations where we said "well  
8 I can see it is going to become an issue but we have to stand firm. It's our  
9 belief and we have a right to it, you know.'" (February 13, 2014, Tony  
10 Perkins interview)

11 In their motion for summary judgment, Respondents argue that 'ORS 659A.409  
12 by its terms requires a statement of *future intention* that is entirely absent in this  
13 instance.' Respondents further argue that:

14 'A review of the videotape record of the CBN broadcast \* \* \* clearly shows  
15 that Aaron Klein spoke only of the reason why he and his wife declined to  
16 participate in complainants' ceremony. The same is true of the Perkins  
17 radio broadcast. \* \* \* A statement of future intention in either media event  
18 is conspicuously absent.'

19 The Agency does not dispute the correctness of Respondents' argument that  
20 ORS 659A.409 is directed towards communications relating a prospective intent  
21 to discriminate, but argues that A. Klein's statements are a prospective  
22 communication:

23 'Reviewed in context, Respondents communicated quite clearly that  
24 same-sex couples would not be provided wedding cake services at their  
25 bakery. These are not descriptions of past events as alleged by  
Respondents. Respondents stated their position in these communications  
and notify the public that they "don't do same sex weddings," they "stand  
firm," are "still in business" and will "continue to stay strong."

Whatever Respondents' post-January 2013 intentions may have been or may still  
be with regard to providing wedding cake services for same-sex weddings, the  
forum finds that A. Klein's above-quoted statements, evaluated both for text and  
context, are properly construed as the recounting of past events that led to the  
present Charges being filed. In other words, these statements described what  
occurred on January 17, 2013, and thoughts and discussions the Kleins had  
before January 2013, not what the Kleins intended to do in the future.<sup>38</sup> To arrive  
at the conclusion sought by the Agency requires drawing an inference of future

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<sup>38</sup> In contrast, had A. Klein told Perkins "I said 'I'm very sorry \* \* \* You know we don't do same-sex marriage, same-sex wedding cakes' and we take the same stand today," the forum's ruling would be different, assuming the Agency had plead a violation of ORS 659A.409 by A. Klein.

1 intent from the Kleins's statements of religious belief that the forum is not willing  
2 to draw. Accordingly, the forum concludes that A. Klein's communication did not  
3 violate ORS 659A.409.<sup>39</sup>

4 "In addition, the forum notes that M. Klein cannot be held to have violated  
5 ORS 659A.409 because she made no communication. Therefore, the forum  
6 finds that A. Klein did not aid or abet M. Klein to commit a violation of that statute  
7 and Respondents are entitled to summary judgment on this issue.

### 8 **"G. Respondents' Counterclaims**

9 "Before addressing Respondents' affirmative defenses, the forum  
10 addresses Respondents' counterclaims. First, Respondents allege that BOLI,  
11 through its actions in prosecuting this case, has 'knowingly and selectively acted  
12 under color of state law to deprive Respondents of their fundamental  
13 constitutional and statutory rights on the basis of religion' in violation of ORS  
14 659A.403 and 'deprive[d] the Respondents of fundamental rights and protections  
15 guaranteed by the First and Fourteenth amendments to the United States  
16 Constitution,' thereby generating liability under 42 USC § 1983. Second,  
17 Respondents allege that the BOLI's Commissioner violated ORS 659A.409 by  
18 publishing, circulating, issuing, or displaying communications on Facebook and in  
19 print media 'to the effect that its accommodations, advantages, facilities, services  
20 or privileges would be refused, withheld from or denied to, or the discrimination  
21 would be made against Respondents and other persons similarly situated on the  
22 basis of religion in violation of ORS 659A.409.' Respondents seek damages in  
23 the amount of \$100,000 for economic damages, \$100,000 for non-economic  
24 damages, court costs, and reasonable attorney fees.

25 "The authority of state agencies is limited to that granted to them by the  
legislature. See *SAIF Corp. v. Shipley*, 326 Or 557, 561, 955 P2d 244 (1998)  
(‘an agency has only those powers that the legislature grants and cannot  
exercise authority that it does not have’). ORS 659A.850(4) gives the  
Commissioner the authority to award compensatory damages to complainants as  
an element of a cease and desist order within a contested case proceeding.  
There is no corresponding statute that authorizes the Commissioner to award the  
damages sought by Respondents in their counterclaims. With regard to attorney

39 Compare *In the Matter of Blachana, LLC*, 32 BOLI 220 (2013), *appeal pending* (Respondent found to have violated ORS 659A.409 when member of the LLC left a telephone message with the organizer of a group of transgender individuals who had visited the LLC's nightclub regularly on Friday nights during the previous 18 months asking "not to come back on Friday nights."); *In the Matter of The Pub*, 6 BOLI 270, 282-83 (1987)(Respondent found to have violated ORS 659.037, the predecessor of ORS 659A.409, by posting a on front door of pub, immediately under another sign that said "VIVA APARTHEID," a sign that said "NO SHOES, SHIRTS, SERVICE, NIGGERS," and a sign inside the pub, with chain and spikes attached at each end, that read "Discrimination. Webster – to use good judgment" on the front and "Authentic South African Apartheid Nigger 'Black' Handcuffs Directions Drive Through Wrists and Bend Over Tips" on the back).

1 fees or court costs, the legislature has only granted authority to the  
2 Commissioner to award these in contested case proceedings to interveners in a  
3 real property case brought under ORS 659A.145 or ORS 659A.421.<sup>40</sup>

4 "In conclusion, the forum lacks jurisdiction to adjudicate Respondents'  
5 counterclaims and may neither grant nor deny them. The only relief available to  
6 Respondents through this forum is dismissal of any Charges not proven by the  
7 Agency under ORS 659A.850(3).<sup>41</sup>

#### 8 **"H. Respondents' Affirmative Defenses**

9 "Respondents' affirmative defenses include estoppel and the  
10 unconstitutionality of ORS 659A.403, .406, and .409, both facially and as applied.  
11 As an initial matter, the forum notes that the Oregon Court of Appeals has held  
12 that an Agency has the authority to decide the constitutionality of statutes. See  
13 *Eppler v. Board of Tax Service Examiners*, 189 Or App 216, 75 P3d 900 (2003),  
14 citing *Cooper v. Eugene Sch. Dist. No. 4J*, 301 Or. 358, 362-65, 723 P.2d 298  
15 (1986) and *Nutbrown v. Munn*, 311 Or. 328, 346, 811 P.2d 131 (1991). In BOLI  
16 contested cases, the Commissioner has delegated to the ALJ the authority to  
17 rule on motions for summary judgment, with the decision 'set forth in the  
18 Proposed Order' and subject to ratification by the Commissioner in the Final  
19 Order. OAR 839-050-0150(4). Accordingly, the ALJ has the initial authority to  
20 rule on the constitutional issues raised by Respondents in their motion for  
21 summary judgment.<sup>42</sup>

#### 22 **"Estoppel**

23 "In their answers, Respondents phrase their estoppel defense as follows:

24 "The state of Oregon, including the Bureau of Labor and Industries[,] is  
25 estopped from compelling Respondents to engage in creative expression  
or otherwise participate in same-sex ceremonies not recognized by the  
state of Oregon contrary to their fundamental rights, consciences and  
convictions."

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20 <sup>40</sup> See ORS 659A.850(1)(b)(B).

21 <sup>41</sup> See, e.g., *Wallace v. PERB*, 245 Or App 16, 30, 263 P3d 1010 (2011) (when plaintiff sought  
22 compensatory damages in an APA contested case proceeding based on alleged financial loss after  
23 PERS placed a limit on how often he could transfer funds he had invested in the Oregon Savings Growth  
Plan, the court held that, since it had no authority under ORS 183.486(1)(b) to award compensatory  
damages to plaintiff, plaintiff was also unable to recover those damages in the contested case  
proceeding).

24 <sup>42</sup> *Eppler*, *Cooper*, and *Nutbrown* impliedly overruled the forum's holding in the case of *In the Matter of*  
25 *Doyle's Shoes*, 1 BOLI 295 (1980), a Final Order issued before the *Eppler*, *Cooper*, and *Nutbrown*  
decisions in which the forum held that it was beyond the Commissioner's discretion to determine the  
constitutionality of legislative enactments. The forum now explicitly overrules that holding.

1 Estoppel is a legal doctrine whereby one party is foreclosed from proceeding  
2 against another when one party has made 'a false representation, (1) of which  
3 the other party was ignorant, (2) made with the knowledge of the facts, (3) made  
4 with the intention that it would induce action by the other party, and (4) that  
5 induced the other party to act upon it.' *State ex rel. State Offices for Services to*  
6 *Children and Families v. Dennis*, 173 Or App 604, 611, 25 P3d 341 (2001), *citing*  
7 *Keppinger v. Hanson Crushing, Inc.*, 161 Or App 424, 428, 983 P.2d 1084  
8 (1999). In order to establish estoppel against a state agency, a party must have  
9 relied on the agency's representations and the party's reliance must have been  
10 reasonable. *Id.*, *citing Dept. of Transportation v. Hewett Professional Group*, 321  
11 Or 118, 126, 895 P2d 755 (1995).<sup>43</sup>

12 "Here, Respondents do not identify any false representation made by  
13 BOLI or any other state agency upon which Respondents relied in refusing to  
14 provide a wedding cake to Complainants. Although it is undisputed that the  
15 Oregon Constitution did not recognize same-sex marriages in January 2013, the  
16 affidavits of A. Klein and M. Klein establish that the refusal was because of  
17 Respondents' religious convictions stemming from Biblical authority, not on their  
18 reliance on Oregon's Constitutional provision rejecting same-sex marriage or  
19 their attempt to enforce that provision.<sup>44</sup>

20 "In conclusion, Respondents present no facts, articulate no legal theory,  
21 and cite no case law to support their argument that BOLI should be estopped  
22 from litigating this case based on the doctrine of estoppel. The Agency is entitled  
23 to summary judgment on this issue.

#### 24 **"Respondents' Constitutional Defenses – Introduction**

25 "Due to the number and complexity of Respondents' constitutional defenses,  
the forum summarizes them, as plead in Respondents' answers, before  
analyzing them. They include the following:

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20 <sup>43</sup> See also *In the Matter of Sunnyside Inn*, 11 BOLI 151, 162 (1993) (Equitable estoppel may exist when  
21 one party (1) has made a false representation; (2) the false representation is made with knowledge of the  
22 facts; (3) the other party is ignorant of the truth; (4) the false representation is made with the intention that  
23 it should be relied upon by the other party; and (5) the other party is induced to act upon it to that party's  
24 detriment); *In the Matter of Portland Electric & Plumbing Company*, 4 BOLI 82, 98-99 (1983) (estoppel  
25 only protects those who materially change their position in reliance on another's acts or representations).

<sup>44</sup> In A. Klein's affidavit, he states that, after Cryer told him "something to the effect 'Well, there are two  
brides, and their names are Rachel and Laurel,'" he "indicated we did not create wedding cakes for same-  
sex ceremonies because of our religious convictions, and they left the shop." In the same paragraph, he  
states "I believed that I was acting within the bounds of the Oregon Constitution and the laws of the State  
of Oregon which, at that time, explicitly defined marriage as the union of one man and prohibited  
recognition of any other type of union as marriage."

- 1 • “The statutes underlying the Charges are unconstitutional as applied in that  
2 they violate Respondents' fundamental rights arising under the Oregon  
3 Constitution by: (a) unlawfully violating Respondents' freedom of worship and  
4 conscience under Article I, §2; (b) unlawfully violating Respondents' freedom  
5 of religious opinion under Article I, §3; (c) unlawfully violating Respondents'  
6 freedom of speech under Article I, §8; (d) unlawfully compelling Respondents  
7 to engage expression of a message they did not want to express; (e)  
8 unlawfully violating Respondents' privileges and immunities under Article I,  
9 §20; and (f) violating Article XV, §5a.
- 10 • “The statutes underlying the Charges are facially unconstitutional under the  
11 Oregon Constitution in that they violate Respondents' fundamental rights  
12 arising under the Oregon Constitution to the extent there is no religious  
13 exemption to protect or acknowledge the fundamental rights of Respondents  
14 and persons similarly situated.
- 15 • “The statutes underlying the Charges are unconstitutional as applied to  
16 Respondents to the extent they do not protect the fundamental rights of  
17 Respondents and persons similarly situated arising under the First and  
18 Fourteenth Amendments to the United States Constitution, as applied to the  
19 State of Oregon under the Fourteenth Amendment, by: (a) unlawfully  
20 infringing on Respondents' right of conscience, right to free exercise of  
21 religion, and right to free speech; (b) unlawfully compelling Respondents to  
22 engage expression of a message they did not want to express; and (c)  
23 unlawfully denying Respondents' right to due process and equal protection of  
24 the laws.
- 25 • “The statutes underlying the Charges are facially unconstitutional to the  
extent there is no religious exemption to protect or acknowledge the  
fundamental rights of Respondents and persons similarly situated arising  
under the First and Fourteenth Amendments to the United States  
Constitution, as applied to the State of Oregon under the Fourteenth  
Amendment.

When both state and federal constitutional claims are raised, Oregon courts first evaluate the state claim. *Sterling v. Cupp*, 290 Or 611, 614, 625 P2d 123 (1981). The forum does likewise. For continuity's sake, the forum follows the analysis of each state claim with an analysis of the parallel federal claim. The forum only addresses the constitutionality of ORS 659A.403, since the forum has already concluded, on a subconstitutional level, that Respondents did not violate ORS 659A.406 and 659A.409.

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**“Oregon Constitution**

**“Article I, Sections 2 and 3: Freedom of worship and conscience; Freedom of religious opinion**

“The forum addresses these interrelated defenses together. Article I, Sections 2 and 3 of the Oregon Constitution provide:

**‘Section 2. Freedom of worship.** All men shall be secure in the Natural right, to worship Almighty God according to the dictates of their own consciences.’

**‘Section 3. Freedom of religious opinion.** No law shall in any case whatever control the free exercise, and enjoyment of religeous [sic] opinions, or interfere with the rights of conscience.’

Respondents, who are Christians, have a sincerely held belief that the Bible ‘forbids us from proclaiming messages or participating in activities contrary to Biblical principles, including celebrations or ceremonies for uniting same-sex couples.’ They argue that Article I, sections 2 and 3 gave them the unfettered right to refuse to provide a cake for Complainants’ same-sex wedding ceremony because doing so would have compelled them to act contrary to their sincerely held religious beliefs.

“The forum first analyzes a series of Oregon Supreme Court cases interpreting Article I, sections 2 and 3, then applies them to ORS 659A.403. Beginning with *City of Portland v. Thornton*, 174 Or 508, 149 P2d 972 (1944), the Oregon Supreme Court applied U.S. Supreme Court precedents under the First Amendment to the U.S. Constitution when interpreting Article I, Sections 2 and 3 of the Oregon Constitution. In *Salem College & Academy, Inc. v. Emp. Div.*, 298 Or 471, 486-87, 695 P2d 25 (1985), an inter-denominational Christian school argued that the state’s requirement that it pay unemployment tax violated Article I, sections 2 and 3. The court held that ‘the state had not infringed upon the school’s right to religious freedom when all similarly situated employers in the state were subject to [unemployment tax].’ Significant to this case, the *Salem* court interpreted Article I, sections 2 and 3 in light of the text and historical context in which they arose, without reference to U.S. Supreme Court decisions and without reference to its own prior decisions that had relied on federal First Amendment precedent. *Id.* at 484.

“In 1986, in the next case involving the application of Article I, sections 2-7, the Oregon Supreme Court made explicit what was implicit in *Salem College*. In *Cooper v. Eugene Sch. Dist. No. 4J*, 301 Or. 358, 369-70, 723 P2d 298, 306-07 (1986), the court stated:

1 'This court sometimes has treated these guarantees and the First  
2 Amendment's ban on laws prohibiting the free exercise of religion  
3 (footnote omitted) as "identical in meaning," *City of Portland v. Thornton*,  
4 174 Or. 508, 512, 149 P.2d 972 (1942); but identity of 'meaning' or even of  
5 text does not imply that the state's laws will not be tested against the  
6 state's own constitutional guarantees before reaching the federal  
7 constraints imposed by the Fourteenth [sic] Amendment, or that verbal  
8 formulas developed by the United States Supreme Court in applying the  
9 federal text also govern application of the state's comparable clauses.'  
10 (footnote omitted).

11 Since *Cooper*, the Oregon Supreme Court has decided a trio of cases  
12 interpreting Article I, sections 2 and 3 that are relevant to the present case.

13 "In *Smith v. Employment Div., Dept. of Human Resources*, 301 Or 209,  
14 721 P2d 445 (1986), *vacated on other grounds sub nom., Employment Div. v.*  
15 *Smith*, 485 US 660 (1988), a drug counselor was fired for misconduct based on  
16 his ingestion of peyote, a sacrament in the Native American Church, during a  
17 Native American Church service and denied unemployment benefits. Smith  
18 claimed that the denial of unemployment benefits placed 'a burden on his  
19 freedom to worship according to the dictates of his conscience' under the Oregon  
20 Constitution, Article I, sections 2 and 3. Citing *Salem College*, the court held that  
21 there was no violation of Article I, sections 2 and 3 because the statute and rule  
22 defining misconduct were 'completely neutral toward religious motivations for  
23 misconduct' and '[claimant] was denied benefits through the operation of a  
24 statute that is neutral both on its face and as applied.' *Id.* at 215-16.

25 "In *Employment Div., Department of Human Resources v. Rogue Valley*  
*Youth for Christ*, 307 Or 490, 498-99, 770 P2d 588 (1989), the court rejected a  
religious organization's claim that payment of unemployment tax would violate its  
rights under Article I, sections 2 and 3. Relying on *United States v. Lee*, 455  
U.S. 252, 256-57, 102 S.Ct. 1051, 1054-55, 71 L.Ed.2d 127, 132 (1982), the  
court stated:

'When governmental action is challenged as a violation of the Free  
Exercise Clause of the First Amendment it must first be shown that the  
governmental action imposes a burden on the party's religion. Assuming  
that imposing unemployment payroll taxes on all religious organizations  
will burden at least some of those groups, (although not necessarily their  
freedom of belief or worship), that assumption "is only the beginning,  
however, and not the end of the inquiry. Not all burdens on religious liberty  
are unconstitutional. \* \* \* The state may justify a limitation on religion by  
showing that it is essential to accomplish an overriding governmental  
interest." In the present case the State of Oregon has two governmental  
interests which, when taken together, are sufficiently important to support  
the burden on religion represented by unemployment payroll taxes.



1 'There are few governmental tasks as important as providing for the  
2 economic security of its citizens. A strong unemployment compensation  
3 system plays a significant role in providing this security. \* \* \* [A]ny state's  
4 unemployment tax must, as a practical matter, comply with FUTA's  
5 (Federal Unemployment Tax Act) requirements or the state's employers  
6 would face a double tax. Such a double tax would, in turn, create a very  
7 undesirable business climate in the state. This, combined with Oregon's  
8 constitutional interest in treating all religious organizations equally, creates  
9 an overriding state interest in applying the unemployment payroll taxes to  
10 all religious organizations. Our construction of the coverage of Oregon's  
11 unemployment compensation taxation scheme does not offend the First  
12 Amendment's Free Exercise Clause or Article I, section 3 of the Oregon  
13 Constitution.' (internal citations and footnotes omitted)

14 *Rogue Valley*, at 498-99.

15 "In *Meltebeke v. Bureau of Labor and Industries*, 322 Or 132, 903 P2d 351  
16 (1995), the court considered a constitutional challenge to BOLI's rule that 'verbal  
17 or physical conduct of a religious nature' in the workplace was unlawful if it had  
18 'the purpose or effect of unreasonably interfering with the subject's work  
19 performance or creating an intimidating, hostile or offensive working  
20 environment.' *Id.* at 139. As Respondents note, the court introduced its  
21 discussion of Article I, sections 2 and 3, with this sweeping statement:

22 'These provisions are obviously worded more broadly than the federal  
23 First Amendment, and are remarkable in the inclusiveness and adamancy  
24 with which rights of conscience are to be protected from governmental  
25 interference.'

26 *Id.* at 146. The court then launched into a brief history of governmental  
27 intolerance towards religion enforced by criminal laws in England before  
28 summarizing its *Salem College* decision and concluding:

29 'A general scheme prohibiting religious discrimination in employment,  
30 including religious harassment, does not conflict with any of the  
31 underpinnings of the Oregon constitutional guarantees of religious  
32 freedom identified in *Salem College*: It does not infringe on the right of an  
33 employer independently to develop or to practice his or her own religious  
34 opinions or exercise his or her rights of conscience, short of the  
35 employer's imposing them on employees holding other forms of belief or  
36 nonbelief; it does not discourage the multiplicity of religious sects; and it  
37 applies equally to all employers and thereby does not choose among  
38 religions or beliefs.

39 'The law prohibiting religious discrimination, including religious  
40 harassment, honors the constitutional commitment to religious pluralism

1 by ensuring that employees can earn a living regardless of *their* religious  
2 beliefs. The statutory prohibition against religious discrimination in  
3 employment and, in particular, the BOLI rule at issue, when properly  
4 applied, will promote the '[n]atural right' of employees to 'be secure in'  
5 their 'worship [of] Almighty God according to the dictates of their own  
6 consciences,' Or. Const. Art. I, § 2, and will not be a law controlling  
7 religious rights of conscience or their free exercise.'

8 *Meltebeke* at 148-49. The court then moved on to a review of *Smith*, stating that  
9 *Smith* stood for the principle that '[a] law that is neutral toward religion or  
10 nonreligion as such, that is neutral among religions, and that is part of a general  
11 regulatory scheme having no purpose to control or interfere with rights of  
12 conscience or with religious opinions does not violate the guarantees of religious  
13 freedom in Article I, sections 2 and 3.' *Meltebeke* at 149. The court held as  
14 follows:

15 'We conclude that, under established principles of state constitutional law  
16 concerning freedom of religion, discussed above, BOLI's rule is  
17 constitutional on its face. The law prohibiting employment discrimination,  
18 including the regulatory prohibition against religious harassment, is a law  
19 that is part of a general regulatory scheme, expressly neutral toward  
20 religion as such and neutral among religions. Indeed, its purpose is to  
21 support the values protected by Article I, sections 2 and 3, not to impede  
22 them.'

23 *Id.* at 150-51.

24 'Next, the *Meltebeke* court analyzed whether the BOLI rule, as applied,  
25 violated Article I, sections 2 and 3. Following *Smith*, the court stated:

'Because sections 2 and 3 of Article I are expressly designed to prevent  
government-created homogeneity of religion, the government may not  
constitutionally impose sanctions on an employer for engaging in a  
**religious practice** without knowledge that the practice has a harmful  
effect on the employees intended to be protected. If the rule were  
otherwise, fear of unwarranted government punishment would stifle or  
make insecure the employer's enjoyment and exercise of religion,  
seriously eroding the very values that the constitution expressly exempts  
from government control.' (emphasis added)

*Id.* at 153. Based on facts set out in BOLI's Final Order, the court found that the  
employer's complained-of conduct constituted a 'religious practice,' that the  
employer did not know his conduct created an intimidating, hostile, or offensive

1 working environment,<sup>45</sup> and that the employer had established an affirmative  
2 defense under Article I, sections 2 and 3 because BOLI's rule did not require that  
3 the employer 'knew in fact that his actions in exercise of his religious practice had  
4 an effect forbidden by the rule.'<sup>46</sup> *Id.* In contrast, here Respondents' affidavits  
5 establish that their refusal to make a wedding cake for Complainants was not a  
6 religious practice, but *conduct* motivated by their religious beliefs.<sup>47</sup> Accordingly,  
7 *Meltebeke* does not aid Respondents.

8 "The general principle that emerges from these cases is that a law that is  
9 part of a general regulatory scheme, expressly neutral and neutral among  
10 religions, is constitutional under Article I, sections 2 and 3. ORS 659A.403 is  
11 such a law. Additionally, there is also "an overriding governmental interest"  
12 present, explicitly expressed by Oregon's legislature in ORS 659A.003 in the  
13 following words:

14 'The purpose of this chapter is \* \* \* to ensure the human dignity of all  
15 people within this state and protect their health, safety and morals from  
16 the consequences of intergroup hostility, tensions and practices of  
17 unlawful discrimination of any kind based on \* \* \* sexual orientation \* \* \*.'

18 "Respondents further contend that 'the statutes underlying the Charges  
19 are facially unconstitutional under the Oregon Constitution in that they violate  
20 Respondents' fundamental rights arising under the Oregon Constitution to the  
21 extent there is no religious exemption to protect or acknowledge the fundamental  
22 rights of Respondents and persons similarly situated.' There is no requirement  
23 under the Oregon Constitution for such an exemption.<sup>48</sup> The exclusions and  
24

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25 <sup>45</sup> See *In the Matter of James Meltebeke*, 10 BOLI 102, 105-07 (1992) (BOLI Commissioner's Findings of Fact included detailed findings that employer believed he was commanded to preach his beliefs to others under "any and all circumstances" or "he would be lost").

<sup>46</sup> In a footnote, the court distinguished "a religious practice" from "conduct that may be motivated by one's religious beliefs" in stating: "Conduct that may be motivated by one's religious beliefs is not the same as conduct that constitutes a religious practice. The knowledge standard is considered here only in relation to the latter category. In this case, no distinction between those categories is called into play, because a fair reading of BOLI's revised final order is that BOLI found that all of Employer's religious activity respecting Complainant is part of Employer's religious practice." *Meltebeke* at 153, fn. 19.

<sup>47</sup> Cf. *State v. Beagley*, 257 Or App 220, 226, 305 P3d 147 (2013) ("First, we conclude that, regardless of where the line between religious practice and religiously motivated conduct is drawn, there are some behaviors that fall clearly to one side or the other. A Catholic taking communion at mass is clearly and unambiguously engaging in a religious practice; on the other side of the line, allowing a child to die for lack of life-saving medical care is clearly and unambiguously—and, as a matter of law—conduct that may be motivated by one's religious beliefs.")

<sup>48</sup> The legislature did choose to enact certain exemptions to civil rights laws. Actions by bona fide churches or other religious institutions regarding housing and use of facilities are not unlawful practices if based on a bona fide religious belief about sexual orientation. Actions by bona fide churches or other religious institutions regarding employment are not unlawful practices if based on a bona fide religious belief about sexual orientation if the actions fall under one of three specific circumstances. Preference for

1 prohibitions in ORS 659A.400(2) and 659A.403(2) do not lead to the conclusion  
2 that the law is not neutral. Respondents' reliance on *Hobby Lobby*<sup>49</sup> fails  
3 because *Hobby Lobby* was not decided on constitutional grounds, but decided  
4 under the Religious Freedom Restoration Act ("RFRA") of 1993 and because the  
5 RFRA does not apply to the states. *City of Boerne v. Flores*, 521 US 507 (1997).

6 "Based on the above, the forum finds ORS 659A.403 to be constitutional  
7 with respect to Article I, sections 2 and 3 of the Oregon Constitution. With  
8 respect to whether ORS 659A.403 is constitutional 'as applied,' *Meltebeke* does  
9 not aid Respondents for the reason that Respondents' refusal to make a wedding  
10 cake for Complainants was not a 'religious practice,' but conduct motivated by  
11 their 'religious beliefs.' *Meltebeke* at 153.

12 **"United States Constitution**

13 **"First Amendment: Unlawfully infringing on Respondents' right of  
14 conscience and right to free exercise of religion**

15 "Respondents contend that the First Amendment to the U.S. Constitution,  
16 as applied to the State of Oregon under the Fourteenth Amendment, prohibits  
17 BOLI from enforcing the provisions of ORS 659A.403 against Respondents  
18 because that statute, on its face and as applied, unlawfully infringes on  
19 Respondents' right of conscience and right to free exercise of religion. In  
20 pertinent part, the First Amendment provides: 'Congress shall make no law  
21 respecting an establishment of religion, or prohibiting the free exercise thereof \* \*  
22 \*.'

23 "Respondents argue that the forum should apply the 'strict scrutiny' test  
24 set out by the U.S. Supreme Court in *Sherbert v. Vermeer*, 374 US 398 (1963),  
25 claiming that *Sherbert* and the U.S. Supreme Court's subsequent decisions in  
*Wisconsin v. Yoder*, 406 US 205 (1972), *Thomas v. Review Board*, 450 US 707  
(1981), *Pacific Gas and Elec. Co. v. Public Utilities Commissioner.*, 475 US 1  
(1986), *Church of Lukumi Babalu Aye, Inc. v. City of Hialeah*, 508 US 520 (1993),  
*Hosanna-Tabor Ev. Lutheran Church & School v. EEOC*, 132 SCt 694 (2012),  
*Gonzalez v. O Centro*, 546 US 418 (2006), *Brown v. Entertainment Merchants  
Assn.*, 131 SCt 2729 (2011), and *Wooley v. Maynard*, 430 US 705 (1977) compel  
the application of that test.

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22 employment applicants of a particular religion is not an unlawful practice by a bona fide church or other  
23 religious institution if it passes a three part test. The housing, use of facilities and employment  
24 exemptions do not apply to commercial or business activities of the church or institution. See ORS  
25 659A.006. The existence of this statute, last amended in 2007, does not support Respondents' argument  
that the public accommodation statutes are unconstitutional because they do not contain such  
exemptions. Rather, it supports the Agency. If the legislature intended such exemptions be applied to  
the public accommodation statutes it would have enacted them.

<sup>49</sup> *Burwell v. Hobby Lobby*, 573 US \_\_\_, 134 SCt 2751 (June 30, 2014).

1           “The forum begins its analysis by noting that *Wooley*, *Pacific Gas*,  
2           *Hosanna-Tabor*, *Gonzalez*, and *Brown* are inapplicable to Respondents’ free  
3           exercise claim for the following reasons:

- 4           • “*Wooley* and *Pacific Gas* involved religion but were decided exclusively  
5           upon free speech grounds.
- 6           • “*Hosanna-Tabor* was an employment discrimination suit brought by the  
7           EEOC on behalf of a minister challenging the church’s decision to fire her  
8           as an ADA violation in which the court held only that ‘the ministerial  
9           exception bars such a suit.’ *Hosanna-Tabor* at 710.
- 10          • “*Gonzalez*, like *Hobby Lobby*, is inapplicable to this case because it was  
11          decided under the RFRA and because the RFRA does not apply to the  
12          states.
- 13          • “*Brown* was a free speech case that did not involve a free exercise claim.

14           “In *Sherbert*, a Seventh Day Adventist (‘appellant’) was denied  
15           unemployment benefits because she refused to work on Saturdays based on her  
16           religious beliefs. She appealed on the grounds that South Carolina’s law violated  
17           the free exercise clause of the First Amendment. The court held that the law was  
18           constitutionally invalid because it imposed a burden on appellant’s free exercise  
19           of her religion and there was no ‘compelling state interest enforced in the  
20           eligibility provisions of the South Carolina statute [that] justifies the substantial  
21           infringement of appellant’s First Amendment rights.’ *Id.* at 404, 406-07.

22           “In *Wisconsin*, the Supreme Court held that the state of Wisconsin could  
23           not compel Amish students to attend school beyond the eighth grade when that  
24           requirement conflicted with Amish religious beliefs, stating:

25           “[I]n order for Wisconsin to compel school attendance beyond the eighth  
          grade against a claim that such attendance interferes with the practice of a  
          legitimate religious belief, it must appear either that the State does not  
          deny the free exercise of religious belief by its requirement, or that there is  
          a state interest of sufficient magnitude to override the interest claiming  
          protection under the Free Exercise Clause.”

          “Relying on *Sherbert* and *Wisconsin*, the *Thomas* court reversed the  
          denial of unemployment benefits to a Jehovah’s Witnesses who quit his job  
          because his job duties changed from working with sheet metal to manufacturing  
          turrets for tanks, a war-related task that he opposed based on his religious  
          beliefs. In upholding appellant’s claim, the court stated:

          “The mere fact that the petitioner’s religious practice is burdened by a  
          governmental program does not mean that an exemption accommodating  
          his practice must be granted. The state may justify an inroad on religious

1 liberty by showing that it is the least restrictive means of achieving some  
2 compelling state interest.'

3 *Thomas*, at 718.

4 "In 1990, the *Smith* case, upon which both the Agency and Respondents  
5 rely, came before the court on appeal from the Oregon Supreme Court. The  
6 Oregon Supreme Court held that the state's denial of unemployment benefits  
7 based on the prohibition of sacramental peyote use was valid under the Oregon  
8 Constitution but invalid under the free exercise clause in the First Amendment of  
9 the U. S. Constitution based on *Sherbert* and *Thomas*. The U.S. Supreme Court  
10 characterized the issue before it as follows:

11 "This case requires us to decide whether the Free Exercise Clause of the  
12 First Amendment permits the State of Oregon to include religiously  
13 inspired peyote use within the reach of its general criminal prohibition on  
14 use of that drug, and thus permits the State to deny unemployment  
15 benefits to persons dismissed from their jobs because of such religiously  
16 inspired use."

17 *Smith* at 874. *Smith* argued that 'prohibiting the free exercise [of religion]  
18 includes requiring any individual to observe a generally applicable law that  
19 requires (or forbids) the performance of an act that his religious belief forbids (or  
20 requires).' *Id.* at 878. The court rejected *Smith's* argument, holding that the  
21 State of Oregon, 'consistent with the free exercise clause,' could deny *Smith*  
22 unemployment benefits when *Smith's* dismissal resulted from the use of peyote,  
23 a use that was constitutionally prohibited under Oregon law. *Id.* at 890. The  
24 court specifically declined to apply *Sherbert's* 'compelling interest' test, stating:

25 "Although, as noted earlier, we have sometimes used the *Sherbert* test to  
analyze free exercise challenges to \* \* \* laws, we have never applied the  
test to invalidate one. We conclude today that the sounder approach, and  
the approach in accord with the vast majority of our precedents, is to hold  
the test inapplicable to such challenges. The government's ability to  
enforce generally applicable prohibitions of socially harmful conduct, like  
its ability to carry out other aspects of public policy, "cannot depend on  
measuring the effects of a governmental action on a religious objector's  
spiritual development." To make an individual's obligation to obey such a  
law contingent upon the law's coincidence with his religious beliefs, except  
where the State's interest is compelling - permitting him, by virtue of his  
beliefs, "to become a law unto himself," - contradicts both constitutional  
tradition and common sense.' (internal citations omitted)

*Id.* at 884-85. The court concluded that the 'right of free exercise does not  
relieve an individual of the obligation to comply with a "valid and neutral law of  
general applicability on the ground that the law proscribes (or prescribes)  
conduct that his religion prescribes (or proscribes)."' *Id.* at 879, citing *United*

1 States v. Lee, 455 U.S. 252, at 263, n. 3. Related to one of Respondents'  
2 arguments here, the court also discussed the concept of 'hybrid' cases and  
3 concluded that *Smith* was not a 'hybrid' case.<sup>50</sup>

4 "In *Church of the Lukumi Babalu Aye, Inc. v. City of Hialeah*, 508 US 520  
5 (1993), the Church of the Lukumi Babalu Aye, Inc. ('church') and its congregants  
6 practiced the Santeria religion, a religion that employed animal sacrifice as one of  
7 its principal forms of devotion. During that devotion, animals are killed by cutting  
8 their carotid arteries, then cooked and eaten following Santeria rituals. After the  
9 church leased land in Hialeah and announced plans to establish a house of  
10 worship and other facilities there, the city council held an emergency public  
11 session and passed a resolution which noted city residents' 'concern' over  
12 religious practices inconsistent with public morals, peace, or safety, and adopted  
13 three substantive ordinances addressing the issue of religious animal sacrifice.

14 Using the *Smith* test, the Supreme Court found that the ordinances were neither  
15 neutral<sup>51</sup> nor of general applicability<sup>52</sup> and held that 'a law burdening religious

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16 <sup>50</sup> With respect to "hybrid claims," the *Smith* court stated: "The only decisions in which we have held that  
17 the First Amendment bars application of a neutral, generally applicable law to religiously motivated action  
18 have involved not the Free Exercise Clause alone, but the Free Exercise Clause in conjunction with other  
19 constitutional protections, such as freedom of speech and of the press, see *Cantwell v. Connecticut*, 310  
20 U.S., at 304-307, 60 S.Ct., at 903-905 (invalidating a licensing system for religious and charitable  
21 solicitations under which the administrator had discretion to deny a license to any cause he deemed  
22 nonreligious); *Murdock v. Pennsylvania*, 319 U.S. 105, 63 S.Ct. 870, 87 L.Ed. 1292 (1943) (invalidating a  
23 flat tax on solicitation as applied to the dissemination of religious ideas); *Follett v. McCormick*, 321 U.S.  
24 573, 64 S.Ct. 717, 88 L.Ed. 938 (1944) (same), or the right of parents, acknowledged in *Pierce v. Society  
25 of Sisters*, 268 U.S. 510, 45 S.Ct. 571, 69 L.Ed. 1070 (1925), to direct the education of their children, see  
*Wisconsin v. Yoder*, 406 U.S. 205, 92 S.Ct. 1526, 32 L.Ed.2d 15 (1972) (invalidating compulsory school-  
attendance laws as applied to Amish parents who refused on religious grounds to send their children to  
school). Some of our cases prohibiting compelled expression, decided exclusively upon free speech  
grounds, have also involved freedom of religion, cf. *Wooley v. Maynard*, 430 U.S. 705, 97 S.Ct. 1428, 51  
L.Ed.2d 752 (1977) (invalidating compelled display of a license plate slogan that offended individual  
religious beliefs); *West Virginia Bd. of Education v. Barnette*, 319 U.S. 624, 63 S.Ct. 1178, 87 L.Ed. 1628  
(1943) (invalidating compulsory flag salute statute challenged by religious objectors). And it is easy to  
envision a case in which a challenge on freedom of association grounds would likewise be reinforced by  
Free Exercise Clause concerns. Cf. *Roberts v. United States Jaycees*, 468 U.S. 609, 622, 104 S.Ct.  
3244, 3251-52, 82 L.Ed.2d 462 (1984) ("An individual's freedom to speak, to worship, and to petition the  
government for the redress of grievances could not be vigorously protected from interference by the State  
[if] a correlative freedom to engage in group effort toward those ends were not also guaranteed.")  
(footnotes omitted)

26 <sup>51</sup> The court examined the history behind the ordinances before concluding:

27 "In sum, the neutrality inquiry leads to one conclusion: The ordinances had as their object the  
28 suppression of religion. The pattern we have recited discloses animosity to Santeria adherents  
29 and their religious practices; the ordinances by their own terms target this religious exercise; the  
30 texts of the ordinances were gerrymandered with care to proscribe religious killings of animals but  
31 to exclude almost all secular killings; and the ordinances suppress much more religious conduct  
32 than is necessary in order to achieve the legitimate ends asserted in their defense. These

1 practice that is not neutral or not of general application' can only survive if there  
2 is a 'compelling' governmental interest and the law is 'narrowly tailored in pursuit  
of those interests.' *Id.* at 546-47.

3 "Respondents argue that the *Smith* 'neutrality' test should not be applied  
4 here for two reasons. First, this is a 'hybrid' case in which the law 'substantially  
5 burden[s] multiple rights combining religion and speech' that the *Smith* court  
6 distinguished from cases that only involve free exercise claims. This argument  
7 fails because neither Respondents' free exercise nor free speech claims are  
8 independently viable<sup>53</sup> and the two claims together are not greater than the sum  
of their parts.<sup>54</sup> Second, Respondents argue that ORS 659A.403 is neither  
'neutral' nor of 'general applicability.' Applying the *Smith* test, the forum finds  
that ORS 659A.403 is a 'valid and neutral law of general applicability.' As such, it  
is constitutional under the First Amendment's free exercise clause, both facially  
and as applied.

9 **"Oregon Constitution**

10 **"Article I, Section 8: freedom of speech**

11 "Article I, Section 8 of the Oregon Constitution provides:

12 **'Section 8. Freedom of speech and press.** No laws shall be  
13 passed restraining the free expression of opinion, or restricting the  
14 right to speak, write, or print freely on any subject whatever; but  
every person shall be responsible for the abuse of this right.'

15 ORS 659A.403 provides, in pertinent part:

16 (1) Except as provided in subsection (2) of this section, all persons within  
17 the jurisdiction of this state are entitled to the full and equal  
18

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19 ordinances are not neutral, and the court below committed clear error in failing to reach this  
20 conclusion." *Lukumi* at 542.

21 <sup>52</sup> In concluding that Hialeah's ordinances were not of "general applicability," the court found that the  
22 ordinances "were drafted with care to forbid few killings but those occasioned by religious sacrifice," that  
23 they did not prohibit and approved many kinds of "animal deaths or kills for nonreligious reason," that the  
24 city's purported concern for public health resulting from improper disposal of animal carcasses only  
addressed religious sacrifice and not disposal by restaurants or hunters, that more rigorous standards of  
inspection were imposed on animals killed for religious sacrifice and eaten than animals killed by hunters  
or fishermen, and that small commercial slaughterhouses were not subject to similar requirements related  
to the city's "professed desire to prevent cruelty to animals and preserve the public health." *Id.* at 543-45.

25 <sup>53</sup> See discussion in "free speech" section, *infra*.

<sup>54</sup> See *Elane Photography, LLC v. Willock*, 309 P3d 53 (2013), *cert. den.* \_\_\_ US \_\_\_, 134 S Ct 1787  
(2014).



1 accommodations, advantages, facilities and privileges of any place of  
2 public accommodation, without any distinction, discrimination or restriction  
3 on account of \* \* \* sexual orientation \* \* \*.

4 \* \* \* \* \*

5 '(3) It is an unlawful practice for any person to deny full and equal  
6 accommodations, advantages, facilities and privileges of any place of  
7 public accommodation in violation of this section.'

8 The issues considered by the forum are:

9 (1) Is ORS 659A.403 facially unconstitutional?

10 (2) If ORS 659A.403 is facially constitutional, is it unconstitutional by  
11 requiring Respondents to participate in 'compelled speech' by making and  
12 providing a wedding cake for Complainants?

13 "State v. Robertson, 293 Or 402, 649 P.2d 569 (1982), is the seminal  
14 Oregon case in this area. Robertson involved an Article I, Section 8 challenge to  
15 ORS 163.275, a statute defining the crime of coercion, in which 'speech [was] a  
16 statutory element in the definition of the offense.' Id. at 415. In Robertson, the  
17 Oregon Supreme Court established a basic framework, comprised of three  
18 categories, for determining whether a law violates Article I, section 8. That  
19 framework was most recently described in State v. Babson, 355 Or 383, 391, 326  
20 P3d 559, 566 (2014).

21 'Under the first category, the court begins by determining whether a law is  
22 "written in terms directed to the substance of any 'opinion' or any 'subject'  
23 of communication." If it is, then the law is unconstitutional, unless the  
24 scope of the restraint is "wholly confined within some historical exception  
25 that was well established when the first American guarantees of freedom  
of expression were adopted and that the guarantees then or in 1859  
demonstrably were not intended to reach." If the law survives that inquiry,  
then the court determines whether the law focuses on forbidden effects  
and "the proscribed means [of causing those effects] include speech or  
writing," or whether it is "directed only against causing the forbidden  
effects." If the law focuses on forbidden effects, and the proscribed  
means of causing those effects include expression, then the law is  
analyzed under the second Robertson category. Under that category, the  
court determines whether the law is overbroad, and, if so, whether it is  
capable of being narrowed. If, on the other hand, the law focuses only on  
forbidden effects, then the law is in the third Robertson category, and an  
individual can challenge the law as applied to that individual's  
circumstances.' (internal citations omitted)

1                   ***Robertson Category One***

2                   “In analyzing a law under *Robertson’s* first category, Oregon courts have  
3 looked to the text of the law to see whether it expressly regulates expression.  
4 *Babson* at 395. In *Babson*, the issue was the constitutionality of a guideline  
5 adopted by the Legislation Administration Committee (‘LAC’) that prohibited all  
6 overnight use of the capitol steps, including protests like defendants’ vigil.  
7 Defendants and the LAC agreed that a person could violate the guideline without  
8 engaging in expressive activities, if, for example, a person used the steps as a  
9 shortcut while crossing the capitol grounds after 11:00 p.m. when there were no  
10 hearings or floor sessions taking place. *Id.* at 396-97. The court held that the  
11 guideline was not unconstitutional under *Robertson’s* first category because it  
12 was not ‘written in terms directed to the substance of any “opinion” or any  
13 “subject” of communication.’ *Id.* ORS 659A.403, like the LAC guideline in  
14 *Babson*, is not “written in terms directed to the substance of any ‘opinion’ or any  
15 “subject” of communication.” Rather, it is a law focused on proscribing the  
16 pursuit or accomplishment of a forbidden result – in this case, discrimination by  
17 places of public accommodations against individuals belonging to specifically  
18 enumerated protected classes. As such, it is not susceptible to a *Robertson*  
19 category one facial challenge.

20                   “Respondents argue that ORS 659A.403 expressly regulates expression  
21 because the word ‘deny’ in section (3) shows that, when properly interpreted, ‘the  
22 statute prohibits *communication* that services are being denied for a prohibited  
23 reason, which implicates both speech and opinion.’ (emphasis in original).  
24 Under Respondents’ expansive interpretation, all laws implicating any form of  
25 communication whatsoever would be facially unconstitutional under Article I,  
Section 8. This is not what the court held in *Robertson* and *Babson*.<sup>55</sup>

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55 See *State v. Robertson*, 293 Or 402, 416-417, 649 P.2d 569 (1982) (“As stated above, article I, section 8, prohibits lawmakers from enacting restrictions that focus on the content of speech or writing, either because that content itself is deemed socially undesirable or offensive, or because it is thought to have adverse consequences. \* \* \* It means that laws must focus on proscribing the pursuit or accomplishment of forbidden results rather than on the suppression of speech or writing either as an end in itself or as a means to some other legislative end.”) See also *State v. Garcias*, 296 Or 688, 697, 679 P.2d 1354, 1359 (1984) (menacing statute held constitutional under *Robertson* category one analysis even though it prohibited threatening words because “[t]he fact that the harm may be brought about by use of words, even by words unaccompanied by a physical act, does not alter the focus of the statute, which remains directed against attempts to cause an identified harm, rather than prohibiting the use of words as such”); *State v. Moyle*, 299 Or 691, 701, 705 P2d 740 (1985)(statute criminalizing telephonic or written threats held constitutional under *Robertson* category one analysis because “the effect that it proscribes, causing fear of injury to persons or property, merely mirrors a prohibition of words themselves”); *City of Eugene v. Miller*, 318 Or 480, 489, 871 P2d 454 (1994)(defendant, who sold joke books on the city sidewalk, was convicted of violating an ordinance prohibiting vendors from selling merchandise on city sidewalks; ordinance held valid under first category of *Robertson* because it banned the sale of all expressive material on the sidewalk and therefore was content neutral); *State v. Illig-Renn*, 341 Or 228, 237, 142 P3d 62 (2006)(“[t]he fact that persons seek to convey a message by their conduct, that words accompany their conduct, or that the very reason for their conduct is expressive, does not transform prohibited conduct into protected expression or assembly”).

1 "Based on the above, the forum concludes that ORS 659A.403 is not  
2 subject to a *Robertson* category one Article I, Section 8 facial challenge.

3 ***“Robertson Category Two***

4 "A law falls under the second category of *Robertson* if it is 'directed in  
5 terms against the pursuit of a forbidden effect' and 'the proscribed means [of  
6 causing that effect] include speech or writing.' *Babson* at 397, quoting *Robertson*  
7 at 417-18. Oregon courts examine a statute in the second category for  
8 'overbreadth' to determine if 'the terms of [the] law exceed constitutional  
9 boundaries, purporting to reach conduct protected by guarantees such as \* \* \*  
10 [A]rticle I, section 8. \* \* \* If a statute is overbroad, the court then must determine  
11 whether it can be interpreted to avoid such overbreadth.' *Id.* at 397-98, quoting  
12 *Robertson* at 410, 412.

13 "In *State v. Illig Renn*, 341 Or 228 (2006), the defendant challenged as  
14 overbroad a statute that made it a crime to '[r]efuse[ ] to obey a lawful order by  
15 [a] peace officer' if the person knew that the person giving the order was a peace  
16 officer. In addressing the state's argument that the statute was not subject to an  
17 overbreadth challenge because it did not 'expressly' restrict expression, the court  
18 stated that a statute is subject to a facial challenge under the first or second  
19 category of *Robertson* if it 'expressly or obviously proscribes expression,' leaving  
20 statutes with '[m]arginal and unforeseen applications to speech and expression'  
21 to as-applied challenges under the third category.<sup>56</sup> *Illig-Renn*, at 234. The  
22 court went on to state that facial challenges generally would not be permitted 'if  
23 the statute's application to protected speech [was] not traceable to the statute's  
24 express terms.' *Id.* at 236. Based on that interpretation of Article I, section 8, the  
25 court concluded that the defendant could challenge the statute that prohibited  
interfering with a peace officer only as applied, under the third category of  
*Robertson*, and not on its face, under the other two categories. *Id.* at 237.

"Respondents' argument resembles defendants' argument in *Babson*,  
which the court characterized in the following words:

'Defendants instead argue that, even if the [law] targets some harm—  
rather than targeting expression—the [law] has an "obvious and  
foreseeable" application to speech, and it is overbroad. That is,  
defendants argue that the text of the statute does not have to refer to  
expression or include expression as an element to fall under category two,  
as long as it has an obvious application to expression.'

*Babson* at 398. The *Babson* court rejected this argument, stating:

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<sup>56</sup> The court referred to this type of statute as a "speech-neutral" statute, one that "doe[s] not by its terms  
forbid particular forms of expression." *Illig-Renn* at 233-34.

1 'We agree with the state that the statement in *Robertson* on which  
2 defendants rely does not extend Article I, section 8, overbreadth analysis  
3 to every law that the legislature enacts. When expression is a proscribed  
4 means of causing the harm prohibited in a statute, it is apparent that the  
5 law will restrict expression in some way because expression is an element  
6 of the law. For that type of law, the legislature must narrow the law to  
7 eliminate apparent applications to *protected* expression. See *Robertson*,  
8 293 Or. at 417–18, 649 P2d 569 (noting that when a law focused on  
9 harmful effects includes expression as a proscribed means of causing  
10 those effects, the court must determine whether the law “appears to reach  
11 *privileged* communication” (emphasis added)). However, if expression is  
12 not a proscribed means of causing harm, and is not described in the terms  
13 of the statute, the possible or plausible application of the statute to  
14 protected expression is less apparent. That is, in the former situation,  
15 every time the statute is enforced, expression will be implicated, leading to  
16 the possibility that the law will be considered overbroad; in the latter  
17 situation, the statute may never be enforced in a way that implicates  
18 expression, even if it is possible, or even apparent, that it *could* be applied  
19 to reach protected expression. When a law does not expressly or  
20 obviously refer to expression, the legislature is not required to consider all  
21 apparent applications of that law to protected expression and narrow the  
22 law to eliminate them. The court’s statement in *Robertson*, on which  
23 defendants rely, does not extend the second category overbreadth  
24 analysis to statutes that do not, by their terms, expressly or obviously refer  
25 to protected expression.’

15 *Id.* at 400. The *Babson* court went on to explain that ‘obviously,’ as used in the  
16 last sentence of the above-quoted statement, did not ‘extend Article I, section 8,  
17 scrutiny [under the first two *Robertson* categories] to any statute that could have  
18 an apparent application to speech; rather, the [*Robertson*] court used the word  
19 ‘obviously’ to make it clear that creative wording that does not refer directly to  
20 expression, but which could *only* be applied to expression, would be scrutinized  
21 under the first two categories of *Robertson*.’ *Id.* at 403. The *Babson* court  
22 concluded its *Robertson* category two analysis by stating:

20 ‘Similarly, here, although the guideline does not directly refer to speech,  
21 the guideline does have apparent applications to speech, as defendants  
22 contend. A restriction on use of the capitol steps will prevent people like  
23 defendants from protesting or otherwise engaging in expressive activities  
24 on the capitol steps overnight. That fact alone, however, does not subject  
25 the guideline to Article I, section 8, scrutiny under the second category of  
*Robertson*. The guideline is not simply a mirror of a prohibition on words.  
The guideline also bars skateboarding, sitting, sleeping, walking, storing  
equipment, and all other possible uses of the capitol steps during certain  
hours. Thus, because the guideline does not expressly refer to expression  
as a means of causing some harm, and it does not “obviously” prohibit

1 expression within the meaning of *Moyle*, it is not subject to an overbreadth  
2 challenge under the second category of *Robertson*.’

3 *Babson* at 403-04. This case, like *Babson* and *Illig-Renn*, does not involve a  
4 statute that ‘obviously’ prohibits expression. Rather, it is a ‘speech-neutral’  
5 statute as described in *Illig-Renn*.<sup>57</sup> Furthermore, the legislature’s use of the  
6 challenged word ‘deny’ in ORS 659A.403 is contextually similar to the challenged  
7 word ‘refuse’ in *Illig-Renn*, as both terms prohibit specific actions that may involve  
8 expression without specifying a particular form of expression. In conclusion, the  
9 forum finds that ORS 659A.403 is not subject to Article I, section 8 overbreadth  
10 scrutiny as set out in *Robertson*, category two.

11 **“*Robertson* Category Three Does Not Apply to Respondents’ claim of**  
12 **‘compelled speech.’**

13 “Respondents contend that their Article I, section 8, rights were violated by  
14 the Agency’s application of ORS 659A.403 because that application, in requiring  
15 them to provide a wedding cake to Complainants, ‘unlawfully compel[s]  
16 Respondents to engage in expression of a message they did not want to  
17 express.’ The *Robertson* framework was developed in a series of cases  
18 involving prohibited speech, and there are no Oregon cases that have come to  
19 the forum’s attention in which compelled speech was the issue. However, the  
20 U.S. Supreme Court has addressed that issue in a line of cases involving the  
21 First Amendment and compelled speech. In the absence of Oregon case law,  
22 the forum turns to those decisions for guidance.

23 “As a preliminary matter, the forum addresses Respondents’ argument,  
24 made in their response to the Agency’s cross-motions for summary judgment,  
25 that the ‘forbidden effect’ involved in a *Robertson* category three analysis of the  
26 constitutionality of ORS 659A.403 is ‘Respondents’ choice not to be involved in  
27 Complainants’ same-sex ceremony, which is alleged to be a denial of services  
28 based on sexual orientation.’ Respondents argue that their ‘choice not to be  
29 involved’ cannot be a ‘forbidden effect’ because Article XV, section 5a of the  
30 Oregon Constitution expressly prohibited legal recognition of same-sex  
31 marriages in January 2013,<sup>58</sup> making it ‘clear [that] opposition to same-sex  
32 marriage is not a ‘forbidden effect.’” Respondents misread *Babson*, *Robertson*,  
33 and the statute. The ‘forbidden effect’ under ORS 659A.403 is not its impact on

34 <sup>57</sup> Cf. *State v. Babson*, 355 Or 383, 405, 326 P3d 559, 566 (2014), quoting *Miller* at 489-90 (*Robertson*  
35 category two analysis did not apply because contested ordinance “was directed at a harm – street and  
36 sidewalk congestion – that the city legitimately could seek to prevent, and did not, ‘by [its] terms, purport  
37 to proscribe speech or writing as a means to avoid a forbidden effect.’”)

38 <sup>58</sup> In January 2013, Article XV, section 5a, of the Oregon Constitution provided: “It is the policy of Oregon,  
39 and its political subdivisions, that only a marriage between one man and one woman shall be valid or  
40 legally recognized as a marriage.”

1 Respondents, but Respondents' denial of services to Complainants based on  
2 their sexual orientation. Respondents were not asked to issue a marriage  
3 license, perform a wedding ceremony, or in any way legally recognize  
4 Complainants' planned same-sex wedding in contravention of Article XV, Section  
5 5a. Furthermore, there is no evidence in the record, as submitted for summary  
6 judgment, that they communicated to Respondents where they intended to be  
7 married, that they intended to be married in the state of Oregon, or, for that  
8 matter, that Complainants were ever married.<sup>59</sup>

9 "The right to refrain from speaking was established in *West Virginia State*  
10 *Board of Education v. Barnette*, 319 U.S. 624 (1943), in which the U. S. Supreme  
11 Court held that the State of West Virginia could not constitutionally require  
12 students to salute the American flag and recite the Pledge of Allegiance. The  
13 Court held that a state could not require 'affirmation of a belief and an attitude of  
14 mind,' noting that 'the right of freedom of thought protected by the First  
15 Amendment against state action includes both the right to speak freely and the  
16 right to refrain from speaking at all.' *Id.* at 633-34.

17 "In *Miami Herald Publishing Company v. Tornillo*, 418 U.S. 241 (1974), the  
18 Court considered whether a Florida statute that required newspapers that  
19 'assailed' the 'personal character or official record' of any political candidate to  
20 give that candidate the 'right to demand that the newspaper print, free of cost to  
21 the candidate, any reply the candidate may make to the newspaper's charges,'  
22 and to print the reply 'in as conspicuous a place and in the same kind of type as  
23 the charges which prompted the reply.' *Id.* at 243. The Court found the statute  
24 was unconstitutional because it deprived the newspaper and its editors of the  
25 fundamental right to decide what to print or omit. *Id.* at 258.

"In 1977, the Court was asked to decide whether the State of New  
Hampshire could constitutionally enforce criminal sanctions against persons who  
covered the motto 'Live Free or Die' on their passenger vehicle license plates  
because that motto was repugnant to their moral and religious beliefs. *Wooley v.*  
*Maynard*, 430 U.S. 705 (1977). In its discussion of the nature of compelled  
speech, the Court noted that New Hampshire's statute 'in effect requires that  
appellees used their private property as a "mobile billboard" for the State's  
ideological message or suffer a penalty' and that driving an automobile was a  
'virtual necessity for most Americans.' *Id.* at 715. The Court found New  
Hampshire's statute unconstitutional, holding as follows:

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<sup>59</sup> The forum takes judicial notice that a law granting full marriage rights for same-sex couples in the state of Washington, which is immediately adjacent to the State of Oregon and only separated from the City of Portland by the Columbia River, took effect on December 6, 2012. See Revised Code of Washington 26.04.010. A. Klein was aware of that on January 17, 2013, as shown by his statement during the Perkins interview, quoted in Finding of Fact #14.

1 'We are thus faced with the question of whether the State may  
2 constitutionally require an individual to participate in the dissemination of  
3 an ideological message by displaying it on his private property in a  
4 manner and for the express purpose that it be observed and read by the  
5 public. We hold that the State may not do so.'

6 *Id.* at 713.

7 "In 1986, the Court was asked to decide whether a regulated public utility  
8 company that had traditionally distributed a company newsletter in its quarterly  
9 billing statements was required to enclose newsletters published by TURN, a  
10 group expressing views opposite to the utility, in the same billing statements.  
11 *Pacific Gas & Electric Co. v. Public Utilities Commission of California* ("PUC"),  
12 475 U.S. 1 (1986). The Court held that the PUC's requirement unconstitutionally  
13 compelled Pacific Gas to accommodate TURN's speech by requiring it to  
14 disseminate messages hostile to Pacific's own interests. *Id.* at 20-21.

15 "Hurley v. Irish-American GLIB, 515 U.S. 557 (1995), presented the  
16 question of whether private citizens in Massachusetts who organized a St.  
17 Patrick's Day parade were required to include GLIB, a group 'celebrat[ing] its  
18 members' identity as openly gay, lesbian, and bisexual descendants of the Irish  
19 immigrants,' thereby imparting a message that the organizers did not wish to  
20 convey among the marchers. *Id.* at 570. The requirement was based on a  
21 provision of Massachusetts' public accommodation law that included a prohibition  
22 on discrimination on the basis of sexual orientation. The Court found that a  
23 parade is a form of expression, stating that a 'parade' indicates 'marchers who  
24 are making some sort of collective point, not just to each other but to bystanders  
25 along the way. Indeed, a parade's dependence on watchers is so extreme that  
nowadays, as with Bishop Berkeley's celebrated tree, "if a parade or  
demonstration receives no media coverage, it may as well not have happened."  
*Id.* at 568. The Court also determined that:

'[GLIB]'s participation as a unit in the parade was equally expressive.  
GLIB was formed for the very purpose of marching in it, as the trial court  
found, in order to celebrate its members' identity as openly gay, lesbian,  
and bisexual descendants of the Irish immigrants, to show that there are  
such individuals in the community, and to support the like men and women  
who sought to march in the New York parade. The organization distributed  
a fact sheet describing the members' intentions, and the record otherwise  
corroborates the expressive nature of GLIB's participation. In 1993,  
members of GLIB marched behind a shamrock-strewn banner with the  
simple inscription "Irish American Gay, Lesbian and Bisexual Group of  
Boston." GLIB understandably seeks to communicate its ideas as part of  
the existing parade, rather than staging one of its own.' (internal citations  
omitted)

1 *Id.* at 570. The Court further determined that '[s]ince every participating unit  
2 affects the message conveyed by the private organizers, the state courts'  
3 application of the statute produced an order essentially requiring petitioners to  
4 alter the expressive content of their parade'<sup>60</sup> and held the state's application of  
5 the statute unconstitutional because 'this use of the State's power violates the  
6 fundamental rule of protection under the First Amendment, that a speaker has  
7 the autonomy to choose the content of his own message.' *Id.* at 573.

8 "In *Rumsfeld v. Forum for Academic and Institutional Rights, Inc.* ('FAIR'),  
9 547 U.S. 47 (2006), a group of law school associations objected to the  
10 application of the Solomon Amendment, which required campuses receiving  
11 federal funds to provide equal access to military recruiters. The Court held that  
12 there was no First Amendment violation, distinguishing *Hurley*, *Tornillo*, and  
13 *Pacific Gas* because in those cases 'the complaining speaker's own message  
14 was affected by the speech it was forced to accommodate' or 'interfere[d] with a  
15 speaker's desired message.' *Id.* at 63-64. The Court noted that '[c]ompelling a  
16 law school that sends scheduling e-mails for other recruiters to send one for a  
17 military recruiter is simply not the same as forcing a student to pledge allegiance,  
18 or forcing a Jehovah's Witness to display the motto 'Live Free or Die,' and it  
19 trivializes the freedom protected in *Barnette* and *Wooley* to suggest that it is.' *Id.*  
20 at 62. Of additional significance to this case, the Court stated:

21 'Nothing about recruiting suggests that law schools agree with any speech  
22 by recruiters, and nothing in the Solomon Amendment restricts what the  
23 law schools may say about the military's policies. We have held that high  
24 school students can appreciate the difference between speech a school  
25 sponsors and speech the school permits because legally required to do  
26 so, pursuant to an equal access policy.'

27 *Id.* at 65.

28 "Wooley and *Barnette* do not support Respondents because Respondents  
29 are under no compulsion to publicly 'speak the government's message'<sup>61</sup> in an  
30 affirmative manner that demonstrates their support for same-sex marriage.  
31 Unlike the laws at issue in *Wooley* and *Barnette*, ORS 659A.403 does not require  
32 Respondents to recite or display any message. It only mandates that if  
33 Respondents operate a business as a place of public accommodation, they  
34 cannot discriminate against potential clients based on their sexual orientation.  
35 *Elane Photography* at 64.

36 "Tornillo and *Pacific Gas* are distinctly different from this case. In both  
37 cases, the government commandeered a speaker's means of reaching its

38 <sup>60</sup> *Hurley v. Irish-American GLIB*, 515 U.S. 557, 572-73 (1995).

39 <sup>61</sup> *Rumsfeld v. Forum for Academic and Institutional Rights, Inc.*, 547 U.S. 47, 62 (2006).



1 audience and required the speaker to disseminate an opposing point of view.  
2 Here, the state has not compelled Respondents to publish or distribute anything  
3 expressing a view.

4 "Hurley is distinguishable because Respondents' provision of a wedding  
5 cake for Complainants was not for a public event, but for a private event.  
6 Whatever message the cake conveyed was expressed only to Complainants and  
7 the persons they invited to their wedding ceremony, not to the public at large. In  
8 addition, the forum notes that, whether or not making a wedding cake may be  
9 expressive, the operation of Respondents' bakery, including Respondents'  
10 decision not to offer services to a protected class of persons, is not. *Elane  
11 Photography* at 68.

12 "Finally, *Rumsfeld* does not aid Respondents because it rejected the law  
13 schools' arguments that they were forced to speak the government's message  
14 and that they were required to host the recruiters' speech in a way that violated  
15 compelled speech principles. *Rumsfeld* at 64-65.

16 "For the reasons stated above, the forum concludes that the application of  
17 ORS 659A.403 to Respondents so as to require them to provide a wedding cake  
18 for Complainants does not constitute compelled speech that violates Article I,  
19 section 8 of the Oregon Constitution.

### 20 "United States Constitution

#### 21 "First Amendment: Unlawfully infringing on Respondents' right to free 22 speech.

23 "Respondents contend that the First Amendment to the U. S. Constitution,  
24 as applied to the State of Oregon under the Fourteenth Amendment, prohibits  
25 BOLI from enforcing the provisions of ORS 659A.403 against Respondents  
because that statute unlawfully infringes on Respondents' free speech rights. In  
pertinent part, the First Amendment provides: 'Congress shall make no law \* \* \*  
abridging the freedom of speech \* \* \*'

"Based on the discussion in the previous section, the forum concludes that  
the requirement in ORS 659A.403 that Respondents bake a wedding cake for  
Complainants is not 'compelled speech' that violates the free speech clause of  
the First Amendment to the U. S. Constitution.

### "CONCLUSION

"Respondents' motion for summary judgment is **GRANTED** with respect to  
the Agency's allegations in the Amended Formal Charges that Respondent M.  
Klein violated ORS 659A.403 by denying full and equal accommodations,  
advantages, facilities and privileges to Complainants Rachel Cryer and Laurel  
Bowman-Cryer.

1           “Respondents’ motion for summary judgment is **GRANTED** with respect to  
2 the Agency’s allegations in the Amended Formal Charges that Respondent A.  
3 Klein violated ORS 659A.406.

4           “Respondents’ motion for summary judgment is **GRANTED** with respect to  
5 the Agency’s allegations in the Amended Formal Charges that Respondents  
6 violated ORS 659A.409.

7           “The Agency’s cross-motion for summary judgment is **GRANTED** with  
8 respect to the Agency’s allegations in the Amended Formal Charges that  
9 Respondent A. Klein violated ORS 659A.403 by denying the full and equal  
10 accommodations, advantages, facilities and privileges of a place of public  
11 accommodation to Complainants Rachel Cryer and Laurel Bowman-Cryer based  
12 on their sexual orientation.

13           “The Agency’s cross-motion for summary judgment is **GRANTED** with  
14 respect to the Agency’s allegations in the Formal Charges that Respondents A.  
15 Klein and M. Klein are jointly and severally liable for A. Klein’s violation of ORS  
16 659A.403.

17           “The Agency’s cross-motion for summary judgment is **GRANTED** with  
18 respect to Respondents’ affirmative defenses.

19           “The Forum has **NO JURISDICTION** to adjudicate the counterclaims  
20 raised by Respondents in paragraphs ##31-42 in Respondents’ Amended  
21 Answers.

#### 22           **“Case Status**

23           “The hearing will convene as currently scheduled. The scope of the  
24 evidentiary portion of the hearing will be limited to the damages, if any, suffered  
25 by Complainants as a result of A. Klein’s ORS 659A.403 violation.

#### **IT IS SO ORDERED”**

          The ALJ’s rulings on Respondents’ motion for summary judgment and the Agency’s  
cross-motion for summary judgment are **AFFIRMED**, except for the ruling on  
Respondents’ violation of ORS 659A.409, which is **REVERSED** for reasons set out in  
the Opinion section of this Final Order and as noted in the Conclusions of Law in this  
Final Order. (Ex. X65)

          29) On February 4, 2015, the ALJ granted the Agency’s second motion for a  
protective order. (Ex. X65)

1 30) On February 5, 2015, the ALJ granted Respondents' renewed motion to  
2 depose Complainants. The ALJ's interim order read as follows:

3 **"Introduction**

4 "On January 15, 2015, Respondents filed a renewed motion to depose  
5 Complainants. On January 22, 2015, the Agency timely filed objections.  
6 Respondents' motion is based on part on their assertion that (1) the 25 additional  
7 interrogatories they were allowed to serve on the Agency pursuant to my  
8 September 29, 2014, interim order that allowed Respondents to serve additional  
9 interrogatories as a potential means of eliminating the need for a deposition, (2)  
10 coupled with the Agency's responses to Respondents' prior interrogatories and  
11 the Agency's answers to the 25 additional interrogatories, (3) are inadequate to  
12 address Complainants' damages, leaving Respondents substantially prejudiced  
13 as a result.

14 "On January 22, 2015, the Agency filed objections, arguing that  
15 Respondents' have not clearly articulated how they will be substantially  
16 prejudiced in the absence of depositions, that Complainants should not be  
17 subjected to depositions 'due to Respondents' inability to adequately craft their  
18 interrogatories,' and that Respondents' 'discovery tactics are an abuse of  
19 process.'

20 **"Discussion**

21 "On October 14, 2014, the Agency complied with the forum's September  
22 25, 2014, discovery order requiring the Agency to answer Respondents' August  
23 5, 2014, interrogatory seeking a detailed explanation of Complainants' emotional,  
24 physical and mental suffering caused by Respondents' actions. The Agency's  
25 interrogatory response listed a total of 88 discrete types of harm suffered by  
Complainant Cryer and 90 discrete types of harm suffered by Complainant  
Bowman-Cryer. In support of their motion, Respondents argue that:

'[The listed symptoms], some of which are inconsistent with each other,  
raise more questions than they answer. Respondents attempted to  
address some of these nearly 200 symptoms in their 25 interrogatories,  
but were unable to even begin to address the questions raised by this  
exhaustive list of symptoms, much less get clear answers from  
Complainants.'

Among its objections to Respondents' motion for depositions, the Agency asserts  
that 'many of the listed symptoms are interrelated to one another and would  
hardly require Respondents to explore them individually.' The Agency further  
notes that Respondents will have an adequate opportunity to 'cross-examine  
Complainants on all symptoms at hearing.'

1 "To more clearly illustrate the points raised by Respondents and the  
2 Agency, the types of harm alleged by each Complainant are reprinted below in  
3 their entirety. As will be seen, they permeate all aspects of Complainants' lives.

4 **Complainant Rachel Cryer**

5 '[88 symptoms listed]

6 **Complainant Laurel Bowman-Cryer**

7 '[90 symptoms listed]

8 OAR 839-050-0200(3) governs depositions in this forum. It provides:

9 'Depositions are strongly disfavored and will be allowed only when the  
10 requesting participant demonstrates that other methods of discovery are  
11 so inadequate that the participant will be substantially prejudiced by the  
12 denial of the motion to depose a particular witness.'

13 "Since OAR 839-050-0200(3) was adopted, the forum has been extremely  
14 reluctant to grant depositions, and has uniformly denied respondents' requests  
15 for depositions when respondents have not first sought informal discovery  
16 through interrogatories. See, e.g., *In the Matter of Oak Harbor Freight Lines,  
17 Inc.*, 33 BOLI 1 (2014), *In the Matter of Columbia Components, Inc.*, 32 BOLI 257  
18 (2013), *In the Matter of Blachana, LLC*, 32 BOLI 220 (2013), *In the Matter of  
19 From the Wilderness, Inc.*, 30 BOLI 227 (2009). The only occasion when the  
20 forum has allowed a deposition to take place was in the *Columbia Components*  
21 case, under the following circumstances:

22 'During the hearing it became clear that Complainant possessed  
23 documents either requested by Respondent and/or set out in the [ALJ's]  
24 discovery order that Complainant did not provide until Respondent was  
25 able to ascertain existence of those documents during Complainant's  
26 testimony \* \* \* [and] that Complainant had been less than forthcoming with  
27 regard to the existence of those documents.'

28 "In this case, Respondents have satisfied the forum's requirement of  
29 seeking discovery by means of informal request before requesting a deposition.  
30 Before initially requesting a deposition, Respondents made informal document  
31 discovery requests, requested admissions, and served 25 interrogatories on the  
32 Agency, all before Respondents received the Agency's interrogatory answer  
33 setting out the alleged 178 types of harm suffered by Complainants as a result of  
34 Respondents' actions.

35 "On September 25, 2014, the forum granted Respondents' motion to  
depose Complainants, with the scope of the depositions limited to 'Complainants'

1 claim for damages.’ That ruling was predicated on my conclusion that  
2 Respondents ‘[had] sought informal discovery on the issue of damages through  
3 other methods and do not have adequate information on damages.’

4 “At a prehearing conference held on September 29, 2014, discovery was  
5 discussed at length. As noted earlier, it was agreed that Respondents would be  
6 allowed to serve 25 additional interrogatories on the Agency as a potential  
7 means of eliminating the need for a deposition. On October 14, 2014, the  
8 Agency sent Respondents its interrogatory response listing the 178 types of  
9 alleged harm. In the absence of depositions, that left 25 interrogatories for  
10 Respondents to explore those 178 listed harms. On December 31, 2014,  
11 Respondents served the interrogatories that were allowed in my September 29,  
12 2014, ruling. The Agency timely responded on January 13, 2015.

13 “Since Respondents filed their motion on January 15, 2015, the Agency  
14 was granted summary judgment as to Respondents’ alleged ORS 659A.403  
15 violation. In the interim order granting summary judgment, I ruled that the only  
16 evidentiary issue at hearing will be the amount of damages, if any, to which  
17 Complainants are entitled. The amount of damages sought on Complainants’  
18 behalf is ‘at least \$75,000’ for each Complainant. In addition, it appears from the  
19 Agency’s February 3, 2015, filing in response to the forum’s inquiry regarding a  
20 Protective Order sought by the Agency that the Agency may intend to present  
21 evidence at hearing that Complainants are entitled to damages for mental and  
22 emotional suffering up to the present day, more than two years after the date of  
23 discrimination.

24 “I have reviewed prior BOLI Final Orders in which damages were awarded  
25 for emotional and mental suffering and find that this case stands well apart from  
all its predecessors in the exhaustive list of harms alleged by Complainants for  
which the Agency seeks damages. No other case comes even remotely close.  
In defending themselves, Respondents have a right to inquire into each type of  
harm alleged by Complainants to determine the extent of the harm and whether  
Complainants’ physical, mental, and emotional suffering was caused, at least in  
part, if not in whole, by events and circumstances that were unrelated to Aaron  
Klein’s ORS 659A.403 violation. Based on the sheer number and variety of  
types of alleged harm, there is no practical way Respondents can accomplish an  
effective inquiry using interrogatories. I find that Respondents will be  
substantially prejudiced if they are not allowed to depose Complainants.

“Based on the above, Respondents’ motion to depose Complainants is  
**GRANTED**, with the following limitations:

1. Respondents are allowed a maximum of three hours, not counting  
breaks, to question each Complainant.

1 '2. The Agency may choose where the depositions are to be  
2 conducted and is instructed to cooperate in making Complainants  
3 available for deposition as soon as practical, given that the hearing is  
4 scheduled to begin next month. If the Agency and Respondents cannot  
agree on a date, they are instructed to contact me and I will choose a  
date. I do not intend to postpone this hearing again because of a  
discovery issue.

5 '3. Respondents are responsible for any costs associated with  
6 conducting the deposition. Respondents and Agency must each pay for  
their own copy of the transcript if a transcript is prepared.

7 '4. Respondents and the Agency are ordered to notify me at least  
8 seven days in advance of the date and time for the depositions so that I  
can be available if necessary. As of today, the only dates I will be  
9 unavailable between now and March 1 are the afternoon of February 11  
and all day February 16.

10 5. The scope of Respondents' questioning is limited to damages.  
11 Respondents may not engage in a fishing expedition by inquiring into  
12 matters totally irrelevant to the issue of physical, emotional, and mental  
suffering."

13 (Ex. X72)

14 31) On February 11, 2015, "in view of the national attention and attendant  
15 publicity these cases have already received and the likelihood that Complainants will be  
16 questioned about the protected health information in the records produced under the  
protective order," the ALJ issued a protective order regarding Complainants'  
17 depositions. The order prohibited the deposition transcripts or notes made of the  
deposition testimony from being made available to "non-qualified" persons or from being  
18 used "for any other purpose than the preparation for litigation of [the] proceeding." (Ex.  
X74)

19 32) On February 17, 2015, Respondents filed a motion for reconsideration of  
20 the ALJ's ruling on summary judgment. The ALJ denied Respondents' motion. (Exs.  
X73, X75, X79)

21 33) On February 23, 2015, the Agency issued Second Amended Formal  
22 Charges in both cases. Respondents filed answers on February 27, 2015. (Exs. X78,  
X82)

23 34) Respondents and Agency timely submitted case summaries. (Exs. X76,  
24 77)

1 35) On February 26, 2015, Respondents filed a motion for discovery sanctions  
2 that was opposed by the Agency. On March 5, 2015, the ALJ ruled on Respondents'  
3 motion as follows:

4 "On February 26, 2015, Respondents filed a motion requesting discovery  
5 sanctions related to the Agency's failure to provide discovery subject to my  
6 Discovery Order dated September 25, 2014, until February 24, 2015. The  
7 Agency filed a response on February 27, 2015, and Respondents supplemented  
8 their motion on March 3, 2015.

9 "The discovery in question relates to my September 25, 2014, Order  
10 requiring that the Agency provide Respondents with:

11 'all posting by Complainants to any social media website, including but not  
12 limited to Facebook, Twitter, LinkedIn, MySpace, Instagram, and  
13 SnapChat from January 2013 to the present that contain comments about  
14 the facts of this case, comments about Respondents, or comments that  
15 relate to their alleged damages.'

16 "Specifically, Respondents allege that on February 24, 2015, less than  
17 three hours before the Agency filed its case summary, the Agency turned over  
18 109 pages of documents ('subject documents') to Respondents that were subject  
19 to my discovery order. Respondents further allege that the 109 pages were  
20 included in the Agency's case summary. The Agency does not dispute these  
21 allegations, acknowledges it received the subject documents from Complainants  
22 in August 2014, and attempts to explain the reason for its late disclosure in its  
23 response. After reviewing the subject documents, I conclude that they contain  
24 Complainants' social media conversations that fall within the scope of my  
25 September 25, 2014, Discovery Order.

"Respondents allege that the Agency's untimely disclosure of these  
documents establishes bad faith on the part of the Agency and/or Complainants,  
particularly since the disclosure occurred after Respondents completed their  
depositions of Complainants, and that Respondents are irreparably prejudiced as  
a result. Respondents ask that the forum sanction the Agency in a number of  
different ways.

"In my September 25, 2014, Discovery Order, I ruled as follows:

'After the scheduled September 29, 2014, prehearing conference in this  
matter, the forum will issue a subsequent order stating the Agency's  
deadline for complying with the terms of this order. The Agency has a  
continuing obligation, through the close of the hearing, to provide  
Respondents' counsel with any newly discovered material that responds  
to the responses and production ordered in this interim order. The

1 Agency's failure to comply with this order may result in the sanction  
described in OAR 839-050-0200(11).'

2 In the interim order I issued on September 30, 2014, that summarized the  
3 September 29, 2014, prehearing conference, I ordered that "[t]he Discovery  
4 ordered in my rulings on \* \* \* Respondents' motions for Discovery Orders must  
be mailed or hand-delivered no later than October 14, 2014." That was not done.

5 "As a prelude to my ruling, I note that the forum has no authority to impose  
6 the vast majority of sanctions sought by Respondents. The forum's authority in  
7 this matter is not derived from the ORCP, but from provisions in the Oregon APA,  
8 the Oregon Attorney General's Administrative Rules (OAR 137-003-0000 to -  
0092), and the forum's own rules, OAR 839-050-000 *et seq.* The ALJ's authority  
to impose sanctions for violations of discovery orders is set out in OAR 839-050-  
0020(11):^

9 'The administrative law judge may refuse to admit evidence that has not  
10 been disclosed in response to a discovery order or subpoena, unless the  
11 participant that failed to provide discovery shows good cause for having  
12 failed to do so or unless excluding the evidence would violate the duty to  
13 conduct a full and fair inquiry under ORS 183.415(10)<sup>62</sup>. If the  
14 administrative law judge admits evidence that was not disclosed as  
ordered or subpoenaed, the administrative law judge may grant a  
continuance to allow an opportunity for the other participant(s) to  
respond."

15 In brief, the Agency frankly admits that it 'cannot determine why the [subject  
16 records] were not produced [earlier] in discovery, but they were in a location  
unlikely to be accessed' and characterizes its 'oversight' as an 'inadvertent error.'  
17 The Agency also notes, in a supporting declaration by \* \* \* the Agency's Chief  
Prosecutor, that '[i]t appears that on or about October 3, 2014, in anticipation of  
18 discovery, the subject documents were partially redacted. I have no other  
recollection as to why they were not provided in discovery.'

19 "OAR 839-050-0020(16) provides:

20 "“Good cause” means, unless otherwise specifically stated, that a  
21 participant failed to perform a required act due to an excusable mistake or  
22 a circumstance over which the participant had no control. “Good cause”  
does not include a lack of knowledge of the law, including these rules.’

23 For the reasons stated below, the forum concludes that the Agency's failure to  
24 provide the subject records by October 14, 2014, as ordered by the forum, does

25 <sup>62</sup> This statutory reference in the current rule is in error. The APA was amended in 2007 and the "full and fair inquiry" requirement was moved to ORS 183.417(8).



1 not meet the 'good cause' standard. Participants in all cases are responsible for  
2 keeping track of documents that constitute potential evidence, particularly  
3 documents subject to an existing discovery order. In this case, the subject  
4 records were accessed by BOLI's Administrative Prosecutions Unit on October 3,  
5 2014, eight days after a discovery order was issued requiring the production of  
6 those records, and only 11 days before their production was due pursuant to the  
7 forum's September 30, 2014, order. The Agency's 'oversight' or storage of the  
8 documents in a place where they were 'unlikely to be accessed' does not  
9 constitute 'an excusable mistake or a circumstance over which the [Agency] had  
10 no control.'

11 "Ordinarily, the forum's sanction for failing to provide documents pursuant  
12 to a discovery order would be to prohibit the introduction of the documents as  
13 evidence.<sup>^</sup> However, Respondents assert that some of the subject records will  
14 potentially assist Respondents' defense and explain why in their motion. Based  
15 on Respondents' assertion, it appears that a blanket prohibition on the  
16 introduction of the subject records may prejudice Respondents and prevent a 'full  
17 and fair inquiry' by the forum. The forum's order is crafted with this in mind.

## 18 "ORDER

19 "1. **Sanctions:** (a) The Agency may not offer or otherwise utilize any  
20 of the subject documents as evidence until such time as Respondents have  
21 offered the subject documents into evidence or otherwise utilized them during the  
22 hearing while eliciting testimony in support of their case; (b) Respondents, should  
23 they elect to do so, may offer or utilize the subject documents in support of their  
24 case.

### 25 "2. **Discovery Order**

"To the extent these records have not already been provided, the forum  
hereby issues a discovery order requiring the Agency to provide responsive  
documents to items ##1, 5-6, 8, 13-15, and 21 listed on pages 9 and 10 of  
Respondents' Motion for Discovery Sanctions, with the caveat that the Agency is  
not required to produce statements made to Ms. Gaddis or Ms. Casey, the  
Agency's administrative prosecutors in this case, in any response to item #5.  
The Agency's responsibility to produce any such records begins as soon as this  
order is issued and continues until the hearing is concluded. The forum will apply  
OAR 839-050-0020(11) if an issue arises regarding an alleged failure by the  
Agency to produce such records in a timely manner.

"3. Respondents' request that the forum dismiss the Agency's Second  
Amended Formal Charges is **DENIED**.

"4. Respondents may amend their Case Summary witness list and  
exhibit list. \* \* \*

1           “5. Respondents’ request to ‘reopen discovery to allow for depositions  
2 of Complainants and other BOLI witnesses with knowledge of these matters’ is  
3 **DENIED.**

4           “6. Respondents’ request that the cases be dismissed or that the  
5 Agency’s claim for damages of Complainants’ behalf be dismissed is **DENIED.**

6           “7. Respondents’ request for costs is **DENIED.**

7           “8. Respondents’ request for any other sanctions not specifically  
8 discussed in this interim order is **DENIED.**”

9 (Exs. X81, X83, X86, X87)

10           36) The general public was allowed to attend the hearing. Because of this  
11 and potential security issues, the ALJ issued guidelines prior to the hearing that, among  
12 other things: prohibited the public from bringing backpacks, briefcases, satchels,  
13 carrying cases any type, or handbags into the building in which the hearing was held;  
14 prohibited the use of audio recorders and cameras, including cell phone cameras and  
15 recorders; and required cell phones to be turned off during the hearing. (Ex. X85;  
16 Statement of ALJ)

17           37) At the start of the hearing, the ALJ orally advised the Agency and  
18 Respondents of the issues to be addressed, the matters to be proved, and the  
19 procedures governing the conduct of the hearing. (Statement of ALJ)

20           38) During the hearing, the Agency offered Exhibits A24 and A26.  
21 Respondents objected to their admission and the ALJ reserved ruling on their  
22 admissibility for the Proposed Order. Respondents objected on the basis of relevancy.  
23 Exhibits A24 and A26 are received because they are relevant to show the impact that  
24 the media exposure spawned by this case had on Complainants. (Exs. A24, A26)

25           39) During the hearing, the ALJ stated he would consider LBC’s testimony  
about the “handfasting cord” used in LBC’s and RBC’s commitment<sup>63</sup> ceremony as an  
offer of proof and rule on its admissibility in the Proposed Order. That testimony is  
admitted because it is not evidence that was required to be disclosed by the ALJ’s  
discovery orders and it is relevant to show the extent of Complainants’ commitment to  
their relationship. (Testimony of LBC; Statement of ALJ)

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<sup>63</sup> The forum uses the term “commitment” because the handfasting cord was used in Complainants’ June 27, 2013, ceremony at the West End Ballroom, when same-sex marriage was not yet permitted in the state of Oregon.

1 40) On March 16, after the Agency had concluded its case-in-chief,  
2 Respondents filed a motion for an order to Dismiss or Reopen Discovery and Keep  
Record Open. Respondents argued that this was necessary in order:

3 "to allow Respondents a full and fair opportunity to reopen discovery concerning  
4 possible undisclosed collusion among Complainants, Basic Rights Oregon and/or  
5 the Agency in light of the testimony of Agency witness Aaron Cryer elicited at the  
6 hearing on Friday, March 13, 2015."

7 The ALJ allowed Respondents and the Agency to present oral argument on  
8 Respondents' motion when the hearing re-convened on March 17, 2015, then denied  
9 Respondents' motion. (Ex. X94; Statement of ALJ)

10 41) Respondents called AK, MK, and RBC as witnesses in support of their  
11 case in chief. At the conclusion of RBC's testimony on March 17, 2015, Respondents'  
12 counsel Grey made the following statement:

13 "That's all of the witnesses that we have to present at this time. However, for  
14 purposes of the record I'd like to make it clear that Respondents did not intend to  
15 rest their case in chief for the reasons we discussed in connection with the  
16 motion that we presented this morning, which the forum denied. So simply for  
17 purposes of the record, we are not planning on closing our case in chief."

18 (Statement of Grey)

19 42) On May 28, 2015, Respondents filed a motion to Reopen the Contested  
20 Case Record. The Agency filed a response on June 2, then supplemented its response  
21 on June 5, 2015. On June 22, 2015, the ALJ issued an interim order that denied  
22 Respondents' motion. The ALJ's ruling is reprinted in its entirety below:

23 "Pursuant to OAR 839-050-0410, Respondents filed a motion to reopen  
24 the contested case record on May 29, 2015.

25 "OAR 839-050-0410 provides:

'On the administrative law judge's own motion or on the motion of a  
participant, the administrative law judge will reopen the record when the  
administrative law judge determines additional evidence is necessary to fully  
and fairly adjudicate the case. A participant requesting that the record be  
reopened to offer additional evidence must show good cause for not having  
provided the evidence before the record closed.'

"Good cause" means:

'[U]nless otherwise specifically stated, that a participant failed to perform a  
required act due to an excusable mistake or a circumstance over which

1 the participant had no control. "Good cause" does not include a lack of  
2 knowledge of the law, including these rules.' OAR 839-050-0020(16).

3 Respondents' motion, like their earlier motion to Disqualify BOLI Commissioner  
4 Brad Avakian, is predicated on their argument that Commissioner Avakian's  
5 alleged bias 'has effectively precluded Respondents from receiving due process  
6 in this case.'

7 "In support of their motion, Respondents attached documentation of the  
8 following: (1) emails beginning April 11, 2014, and ending January 31, 2015,  
9 primarily containing conversations between Charlie Burr, BOLI's  
10 Communications Director and Strategy Works NW, LLC, Basic Rights of Oregon  
11 ('BRO'), and Senator Jeff Merkley's office, that were forwarded to Respondents'  
12 counsel by email by on May 20, 2015, by Kelsey Harkness, a reporter for the  
13 Daily Signal, pursuant to a public records request made by Harkness (the  
14 'Harkness records'); (2) testimony of both Rachel and Laurel Bowman-Cryer from  
15 their February 17, 2015, depositions; and (3) selected hearing testimony of Aaron  
16 Cryer, brother of Complainant Rachel Bowman-Cryer. Respondents contend  
17 that the above shows 'hitherto undisclosed collusion between complainants,  
18 BOLI and Basic Rights Oregon \* \* \* sufficient to taint the integrity of the  
19 proceedings and deny Respondents fundamental due process or a fair hearing"  
20 and 'unfairly prejudice Respondents['] rights herein.

21 "Specifically, Respondents ask that the record be reopened so that they  
22 can:

23 "(1) Depose Aaron Cryer;

24 "(2) Request, obtain and review additional documents from BOLI, BRO,  
25 and others and to issue interrogatories through *subpoena duces tecum*  
upon non-participants including but not limited to Commissioner Brad  
Avakian, the Commissioner's assistant Jesse Bontecou, Charlie Burr,  
Jeanna Frazzini, Amy Ruiz, Diane Goodwin, Emily McLain, Joe LeBlanc  
and Maura Roche, all of whom are identified in the emails provided to  
Respondents by Harkness;

"(3) Depose Avakian, Bontecou, Burr, Frazzini, Ruiz, Goodwin, McLain,  
LeBlanc and Roche; and

"(4) Depending on the information obtained, renew their motion to  
disqualify the Commissioner "and other BOLI personnel shown to have  
been involved in this political agenda from any role in deciding the case."

On June 2, 2015, the Agency timely filed a response to Respondents' motion,  
then supplemented it with an amended response on June 5, 2015.

1           **“Discussion**

2           “Under OAR 839-050-0410, Respondents have the burden of showing ‘good  
3           cause’ within the meaning of OAR 839-050-0020(16) for reopening the contested  
4           case record. To show good cause, Respondents must demonstrate an  
5           excusable mistake or a circumstance over which Respondents had no control.  
6           The excusable mistake or circumstances over which Respondents had no control  
7           means ‘there must be a superseding or intervening event which prevents timely  
8           compliance.’ *In the Matter of Ashlanders Senior Foster Care, Inc.*, 14 BOLI 54,  
9           61-62 (1996), *citing In the Matter of City of Umatilla*, 9 BOLI 91 (1990), *affirmed*  
10          *without opinion, City of Umatilla v. Bureau of Labor and Industries*, 110 Or App 151, 821  
11          P2d 1134 (1991). The mistaken act or failure to act is excusable if a party  
12          mistakenly acts or fails to act due to being misled by facts or circumstances that  
13          would mislead a reasonable person under similar circumstances. *Ashlanders*,  
14          *citing In the Matter of 60 Minute Tune*, 9 BOLI 191 (1991), *affirmed without*  
15          *opinion, Nida v. Bureau of Labor and Industries*, 119 Or App 174, 822 P2d 974  
16          (1993). The forum examines the three different types of supporting  
17          documentation provided by Respondents against these standards.

18                    A. *The Harkness Records*

19           “The emails provided to Respondents by Harkness are dated April 11, 2014,  
20           to January 31, 2015, well before the hearing began. Respondents do not assert  
21           that BOLI did not cooperate promptly in providing these documents to Harkness  
22           when she made her public records request. Respondents’ June 18, 2014,  
23           motion to disqualify Commissioner Avakian due to bias makes it apparent that  
24           Respondents considered the Commissioner’s alleged bias to be a relevant issue  
25           at least nine months before the hearing began. Despite this, there is no evidence  
          in the record that Respondents made a discovery request or public records  
          request for the records that were provided to Harkness. This is a circumstance  
          that was under Respondents’ control, and Respondents provide no explanation  
          for their own failure to make a pre-hearing request for these records that they  
          now claim are relevant and probative of the Commissioner’s bias. In addition,  
          Respondents have failed to show a superseding or intervening event that  
          prevented them obtaining the Harkness Records before the hearing or that they  
          were misled by facts or circumstances that would mislead a reasonable person  
          under similar circumstances. Accordingly, the forum concludes that  
          Respondents have not shown good cause for their failure to pursue the Harkness  
          records before the hearing and offer them as evidence at hearing.<sup>64</sup>

64 There are no Commissioner’s Final Orders interpreting “good cause” in the context of a motion to reopen a contested case proceeding. Besides *Ashlanders*, *City of Umatilla*, and *60 Minute Tune*, there have been numerous Final Orders interpreting the definition of “good cause” in OAR 839-050-0020(16) in other contexts. None of them support Respondents’ claim that their supporting documentation shows “good cause.” **Cf.** *In the Matter of From the Wilderness, Inc.*, 30 BOLI 227, 240 (2009)(when respondents sought a postponement so they could complete discovery and respondents’ previous motion for a postponement had been granted to give respondents’ newly

1  
2 retained attorney time to prepare for the hearing, respondents delayed three months after the forum granted the first  
3 postponement before seeking discovery, the agency was not responsible for respondent's delay, and respondents'  
4 need for an another postponement could have been obviated if respondents had timely sought discovery, the forum  
5 denied respondents' motion, finding that respondents had not shown "good cause"); *In the Matter of Logan  
6 International, Ltd.*, 26 BOLI 254, 257-58 (2005)(the ALJ denied respondent's motion to reset the hearing based on the  
7 agency's alleged failure to provide complete discovery, stating that respondent had not established "good cause"  
8 because it had not shown that the agency had withheld discoverable information nor that respondent was entitled to a  
9 deposition of the complainant); *In the Matter of Orion Driftboat and Watercraft Company, LLC*, 26 BOLI 137, 139  
10 (2005)(when respondents moved for a postponement 12 days before the hearing date based on respondents' need to  
11 be represented by an attorney and current inability to afford an attorney, because the agency had refused to accept  
12 respondents' settlement offers, and because respondents needed more time to file a discovery order, the agency  
13 objected on the basis that it had lined up its witnesses and was prepared to proceed, and because respondents had  
14 agreed three months earlier to the date set for hearing and the forum denied respondents' motion because  
15 respondents had not shown good cause); *In the Matter of Adesina Adeniji*, 25 BOLI 162, 164-65 (2004)(respondent's  
16 failure to comply with discovery order because he believed the case would settle and because he had provided some  
17 of the documents subject to discovery order exhibits with his answer was not "good cause" and the ALJ sustained the  
18 agency's objection to respondent's attempted reliance at hearing on exhibits subject to discovery order that were not  
19 provided before hearing); *In the Matter of Barbara Coleman*, 19 BOLI 230, 238-39 (2000)(respondent's attorney's  
20 assertion that respondent's medical condition of depression made it difficult for her to gather information did not  
21 present good cause for postponement of the hearing when "nothing filed with this forum \* \* \* comes close to  
22 establishing that respondent is legally incompetent, and respondent has made no such claim. As the forum stated in  
23 [an earlier] order, respondent spoke lucidly and logically during the \* \* \* teleconference, stated that she was able to  
24 work at her business several hours each day, and was able to recall details of events that occurred many months  
25 ago"); *In the Matter of Sabas Gonzalez*, 19 BOLI 1, 5-6 (1999)(respondent's motion for postponement, based in part  
on a scheduling conflict of respondent's counsel, was denied based on respondent's failure to show good cause  
when there was no evidence that the matter on respondent's counsel's schedule that conflicted with the hearing had  
been set before the notice of hearing issued in this case and respondent's counsel knew of the possible conflict for  
weeks before filing the motion and did not respond to the attempts the agency made at that time to resolve the  
conflict); *In the Matter of Troy R. Johnson*, 17 BOLI 285, 287-88 (1999)(respondent's motion to postpone the hearing  
was denied based on respondent's failure to show good cause when respondent based his motion on assertions that  
he had not received the notice of hearing until one week before a scheduled hearing date and did not have time to  
prepare for the hearing, but his delay in receiving the notice of hearing was due to his failure to notify the forum of his  
change of address; he was out of town on a hunting trip; and he was amazed the case had been set for hearing); *In  
the Matter of Jewel Schmidt*, 15 BOLI 236, 237 (1997)(when respondent requested a postponement of the hearing  
because she had an adult care home and could not find a relief person for the date of hearing or successive days,  
and the agency opposed the request because it was ready to proceed and had subpoenaed witnesses, the ALJ  
denied the request because respondent had not shown good cause for a postponement, noting that there were over  
30 days between the date the notice of hearing was issued and the date of the scheduled hearing, and this should  
have been ample time to find a relief person for the expected one-day hearing). **Compare** *In the Matter of  
Computer Products Unlimited, Inc.*, 31 BOLI 209, 212-13 (2011) (respondent's motion for postponement granted  
based on emergency medical treatment required by the wife of respondent's authorized representative that could not  
be put off); *In the Matter of Spud Cellar Deli, Inc.*, 31 BOLI 106, 111 (2010)(forum granted the agency's motion for a  
hearing postponement based on the fact that respondent's counsel had been traveling out of state due to a death in  
her family and was unable to adequately prepare for hearing); *In the Matter of Northwestern Title Loans LLC*, 30  
BOLI 1, 3, (2008)(forum granted respondent's motion for postponement based on unavailability of respondent's key  
witness on the date set for hearing); *In the Matter of Captain Hooks, LLP*, 27 BOLI 211, 213 (2006)(respondent's  
motion for postponement granted based on respondent's documented emergency medical condition); *In the Matter of  
SQDL Co.*, 22 BOLI 223, 227-28 (2001)(when respondent retained substitute counsel after its original counsel was  
suspended from the practice of law and substitute counsel filed a motion for postponement five days before the  
hearing based on the complexity of the case and his corresponding need for more time to prepare for the hearing, the  
ALJ concluded that respondent had shown good cause and granted the motion); *In the Matter of Ann L. Swanger*, 19  
BOLI 42, 44 (1999)(respondent's motion for postponement, based on the fact that respondent would be having major  
dental surgery the day before the hearing was set to commence, making it extremely difficult for her to attend or  
communicate at the hearing, was granted).

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*B. Complainants' Deposition Testimony*

"Respondents allege that Aaron Cryer's testimony and the Harkness records show that Complainants' deposition testimony is not credible regarding their alleged 'collusion' with BOLI 'in using this case against Respondents for a political agenda rather than a good faith claim for recovery of damages to Complainants.' This is merely a repeat of Respondents' March 16, 2015, argument made in their *Motion to Dismiss or Reopen Discovery and Keep Record Open* that the ALJ denied at hearing. The deposition testimony given by Complainants that Respondents now argue justifies reopening the case was given on February 17, 2015, almost a month before the hearing commenced. In their depositions, Complainants were asked questions and gave answers regarding Jeanna Frazzini, Amy Ruiz, BRO, and their involvement with Frazzini, Ruiz, and BRO, as reflected in the attachments to Exhibit X94. Despite that deposition testimony, there is no evidence that Respondents attempted to follow up on the collusion that Respondents now alleges existed between these individuals, Complainants, BRO, and BOLI. Further, Respondents could have questioned Complainants about Cryer's testimony in their case-in-chief, but did not do so. These opportunities were both circumstances that were under Respondents' control. Likewise, Respondents have not shown a superseding or intervening event that prevented them from pursuing further discovery before the hearing based on Complainants' deposition testimony or that they were misled by facts or circumstances that would mislead a reasonable person under similar circumstances. Accordingly, Respondents have not established good cause to support their argument that Complainants' deposition testimony, coupled with Aaron Cryer's hearing testimony and the Harkness records, constitute grounds for reopening the contested case record to pursue the additional discovery that Respondents seek in this motion.

*C. Aaron Cryer's Testimony*

"Respondents' proffered characterization of Cryer's quoted testimony as '*directly* implicat[ing] BOLI and Complainants in using this case against Respondents for a political agenda rather than a good faith claim for recovery of damages to Complainants' is simply inaccurate. As noted above, Respondents were aware of communications between Complainants, BRO, BOLI, Frazzini, and Ruiz before the hearing, but elected not to pursue the defense they now assert by requesting additional discovery or by calling Complainants as witnesses in their case in chief to explore the alleged political agenda. This was a choice made by Respondents' legal team, not a circumstance beyond Respondents' control, and Respondents have not shown any superseding or intervening event that prevented them seeking additional discovery or that they were misled by facts or circumstances that would mislead a reasonable person

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1 under similar circumstances. Accordingly, Cryer's testimony that Respondents  
2 rely on is not good cause within the meaning of OAR 839-050-0410 and OAR  
3 839-050-0020(16).

4 *D. The Additional Evidence Sought by Respondents is Unnecessary to Fully  
5 and Fairly Adjudicate This Case*

6 "Notwithstanding the lack of 'good cause,' the forum also concludes that  
7 additional evidence on the issues raised in Respondent's motion is unnecessary  
8 to fully and fairly adjudicate this case, as the forum has fully and carefully  
9 considered and ruled on these matters, which are incorporated herein and made  
10 a part hereof by this reference. See Ex. X12 (ALJ's July 2, 2014, Interim Order  
11 entitled *Ruling on Respondents' Election to Remove Cases to Circuit Court and  
12 Alternative Motion to Disqualify BOLI Commissioner Brad Avakian*).<sup>65</sup>

13 "Furthermore, since these prior rulings the Oregon Court of Appeals  
14 issued an opinion in *Columbia Riverkeeper v. Clatsop County*, 267 Or App 578,  
15 341 P3d 790 (2014) that supports those rulings. Respondents' earlier motions  
16 sought to disqualify Commissioner Avakian due to 'actual bias.' In *Columbia*,  
17 Huhtala, a Clatsop County Commissioner, ran for election on the platform of not  
18 allowing a LNG business to be established in Astoria, then voted to deny in a  
19 land use decision that denied a pipeline company's application to build an LNG  
20 pipeline originating in Astoria. Prior to his election, Huhtala had made many  
21 public statements opposing construction of an LNG pipeline. In reversing the  
22 Land Use Board of Appeals' (LUBA) decision that Huhtala's bias had deprived  
23 the pipeline company of an impartial tribunal, the court stated:

24 'All told, no single case in Oregon establishes what is necessary for a  
25 party to prove actual bias by an elected official in quasi-judicial land-use  
proceedings such as this one. Generally, we can glean the following. The  
bar for disqualification is high; no published case has concluded that  
disqualification was required in quasi-judicial land-use proceedings. An  
elected local official's 'intense involvement in the affairs of the community'  
or 'political predisposition' is not grounds for disqualification. Involvement  
with other governmental organizations that may have an interest in the  
decision does not require disqualification. An elected local official is not  
expected to have no appearance of having views on matters of community

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21 <sup>65</sup> Cf. *In the Matter of Mountain Forestry, Inc.*, 29 BOLI 11, 48-50 (2007), *affirmed without opinion*, *Mountain Forestry,*  
22 *Inc. v. Bureau of Labor and Industries*, 229 Or App 504, 213 P3d 590 (2009)(when respondents moved to reopen the  
23 record to admit a federal audit that purportedly showed the prevalence of records discrepancies throughout the  
24 firefighting industry and that the Oregon Department of Forestry did not have specific training requirements prior to  
25 2003, and that purportedly negated certain inferences drawn from witness testimony, the forum found that,  
notwithstanding respondents' failure to submit an affidavit showing they had no knowledge of the audit prior to its  
release in March 2006, the audit did not contain any information relevant to the issues in the case or that mitigated  
respondents' violations and therefore the additional evidence was not necessary to fully and fairly adjudicate the  
case).



1 interest when a decision on the matter is to be made by an adjudicatory  
2 procedure.

3 'In addition to those general observations, there are three salient  
4 principles from the case law that define and drive our analysis in this case.  
5 *First*, the scope of the "matter" and "question at issue" is narrowly limited  
6 to the specific decision that is before the tribunal. *Second*, because of the  
7 nature of elected local officials making decisions in quasi-judicial  
8 proceedings, the bias must be actual, not merely apparent. And *third*, the  
9 substantive standard for actual bias is that the decision maker has so  
10 prejudged the particular matter as to be incapable of determining its merits  
11 on the basis of the evidence and arguments presented.'

12 *Columbia Riverkeeper* at 602-03.

13 "Under this standard, none of the "evidence" that Respondents have  
14 proffered previously or in support of their Motion to Reopen the Contested Case  
15 Record is probative to show "actual bias" on Commissioner Avakian's part.  
16 Therefore, notwithstanding the lack of "good cause" shown for not providing the  
17 proffered "evidence" before the record closed, the Motion is denied on the merits.

18 *E. Conclusion*

19 "Respondents' motion to Reopen the Contested Case Record is **DENIED**."

20 43) On April 24, 2015, the ALJ issued a proposed order that notified the  
21 participants they were entitled to file exceptions to the proposed order within ten days of  
22 its issuance. The Agency and Respondents both timely filed exceptions.

23 44) Respondents' exceptions are **DENIED** in their entirety as lacking merit.  
24 The Agency's exceptions as to the alleged violations of ORS 659A.409 are **GRANTED**.  
25 Otherwise, the Agency's exceptions are **DENIED**.

1 **JUDICIAL REVIEW NOTICE**

2 Pursuant to ORS 183.482, you are entitled to judicial review of this Final Order.  
3 To obtain judicial review, you must file a Petition for Judicial Review with the Court of  
4 Appeals in Salem, Oregon, within **sixty (60)** days of the service of this Order.

5 If you file a Petition for Judicial Review, YOU MUST ALSO SERVE A COPY OF  
6 THE PETITION ON the BUREAU OF LABOR AND INDUSTRIES and THE  
7 DEPARTMENT OF JUSTICE - APPELLATE DIVISION

8 AT THE FOLLOWING ADDRESSES:

9  
10 BUREAU OF LABOR AND INDUSTRIES  
11 CONTESTED CASE COORDINATOR  
12 1045 STATE OFFICE BUILDING  
13 800 NE OREGON STREET  
14 PORTLAND, OREGON 97232-2180

DEPARTMENT OF JUSTICE  
APPELLATE DIVISION  
1162 COURT STREET NE  
SALEM, OREGON 97301-4096

15 If you file a Petition for Judicial Review and if you wish to stay the enforcement of this  
16 final order pending judicial review, **you must file a request with the Bureau of Labor  
17 and Industries**, at the address above. Your request must contain the information  
18 described in ORS 183.482(3) and OAR 137-003-0090 to OAR 137-003-0092.

19 CERTIFIED TO BE A TRUE AND  
20 CORRECT COPY OF THE ORIGINAL  
21 AND OF A WHOLE THEREOF.

  
Diane M. Owicki

22  
23 FO-CRD/Sweetcakes, ##44-14 & 45-14.doc