
SUBSTITUTE SENATE BILL 5118

State of Washington 60th Legislature 2007 Regular Session

By Senate Committee on Labor, Commerce, Research & Development
(originally sponsored by Senators Kohl-Welles, Brandland, Keiser,
Murray, Prentice, McAuliffe, Marr and Shin)

READ FIRST TIME 01/29/07.

1 AN ACT Relating to developing sexual harassment policies,
2 procedures, and mandatory training for all state employees; adding a
3 new section to chapter 41.06 RCW; and adding a new section to chapter
4 43.01 RCW.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6 NEW SECTION. **Sec. 1.** A new section is added to chapter 41.06 RCW
7 to read as follows:

8 The director shall adopt rules establishing guidelines for
9 policies, procedures, and mandatory training programs on sexual
10 harassment for state employees to be adopted by state agencies and
11 establishing reporting requirements for state agencies on compliance
12 with section 2 of this act.

13 NEW SECTION. **Sec. 2.** A new section is added to chapter 43.01 RCW
14 to read as follows:

15 Agencies as defined in RCW 41.06.020 shall:

16 (1) Update or develop and disseminate among all agency employees
17 and contractors a policy that:

18 (a) Defines and prohibits sexual harassment in the workplace;

1 (b) Includes procedures that describe how the agency will address
2 concerns of employees who are affected by sexual harassment in the
3 workplace;

4 (c) Identifies appropriate sanctions and disciplinary actions; and

5 (d) Complies with guidelines adopted by the director of personnel
6 under section 1 of this act;

7 (2) Respond promptly and effectively to sexual harassment concerns;

8 (3) Conduct training and education for all employees in order to
9 prevent and eliminate sexual harassment in the organization;

10 (4) Inform employees of their right to file a complaint with the
11 Washington state human rights commission under chapter 49.60 RCW, or
12 with the federal equal employment opportunity commission under Title
13 VII of the Civil Rights Act of 1964; and

14 (5) Report to the department of personnel on compliance with this
15 section.

16 The cost of the training programs shall be borne by state agencies
17 within existing resources.

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