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HOUSE CONCURRENT RESOLUTION 4413

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State of Washington

65th Legislature

2018 Regular Session

**By** Representatives Tarleton, Fitzgibbon, Gregerson, Haler, Ortiz-Self, Peterson, Sells, Wylie, Stonier, Robinson, Jenkins, Frame, Stanford, Tharinger, Bergquist, Macri, Doglio, Kagi, Kilduff, Pettigrew, Pollet, Goodman, Kloba, and Ormsby

Read first time 01/18/18.

1 WHEREAS, Unwanted sexual language, suggestions, innuendo, and  
2 advances are hurtful, demeaning, and inappropriate in any work  
3 environment; and

4 WHEREAS, Sexual harassment has longstanding and damaging  
5 consequences for people who are subjected to it; and

6 WHEREAS, The cost of sexual harassment includes decreased  
7 productivity and increased turnover, and hurts the organization's  
8 reputation; and

9 WHEREAS, The Washington state House of Representatives and  
10 Washington state Senate have long-standing policies prohibiting  
11 sexual harassment; and

12 WHEREAS, It is difficult for aggrieved persons to report sexual  
13 harassment in any environment; and

14 WHEREAS, The legislative environment is unique in that it places  
15 an exceptionally high value on the effective exercise of power; and

16 WHEREAS, The use of power to harass any individual is an absolute  
17 misuse of power; and

18 WHEREAS, Ending sexual harassment in the legislature is best  
19 achieved by use of a collaborative effort among everyone in the  
20 legislative community, including legislators, staff, and lobbyists;  
21 and

22 WHEREAS, The Washington state House of Representatives and  
23 Washington state Senate aspire to be models for safety, security,

1 trust, and respect among legislators, staff, lobbyists, and the  
2 general public; and

3 WHEREAS, The Secretary of the Senate has engaged representatives  
4 from the various staff work groups to form a task force, with a  
5 directive to review current Senate workplace culture and related  
6 policies; and

7 WHEREAS, That task force must make recommendations to the  
8 Secretary of the Senate regarding suggested policy changes and  
9 education needed to foster a culture of respect within the Senate;  
10 and

11 WHEREAS, The Chief Clerk of the House of Representatives has  
12 engaged staff in the work groups of the House to review workplace  
13 culture and related policies; and

14 WHEREAS, The staff-driven review of the workplace culture and  
15 policies of the House of Representatives will result in  
16 recommendations to the Executive Rules Committee;

17 NOW, THEREFORE, BE IT RESOLVED, By the House of Representatives  
18 of the state of Washington, the Senate concurring, That a legislative  
19 task force on sexual harassment in the legislature be created, to be  
20 called the Unified Table on Sexual Harassment; and

21 BE IT FURTHER RESOLVED, That the Unified Table on Sexual  
22 Harassment task force be organized according to this Concurrent  
23 Resolution:

24 (1) The task force shall consist of fourteen members:

25 (a) Two members from each of the two largest caucuses of the  
26 Senate, appointed by the caucus leaders;

27 (b) Two members from each of the two largest caucuses of the  
28 House of Representatives, appointed by the Speaker of the House;

29 (c) Four lobbyists, appointed by the legislative members of the  
30 task force;

31 (d) The Secretary of the Senate or the Secretary's designee; and

32 (e) The Chief Clerk of the House of Representatives or the Chief  
33 Clerk's designee.

34 (2) The task force must choose two cochairs, one from each  
35 chamber, from among its legislative membership to collaborate with  
36 the neutral facilitator on agendas and action items for each meeting.

37 (3) The task force shall review and make recommendations  
38 regarding:

1 (a) Cultural changes that lead to the prevention of sexual  
2 harassment and the protection of members of the legislative  
3 community, including adoption of a code of conduct;

4 (b) The unique organizational challenges of the legislature,  
5 including the power dynamic between elected officials and other  
6 members of the legislative community; and

7 (c) Education and training for members of the legislative  
8 community about sexually harassing behavior and prevention.

9 (4) The task force shall submit recommendations on these issues  
10 to the Facilities and Operations Committee of the Senate and the  
11 Executive Rules Committee of the House of Representatives by December  
12 1, 2018.

13 (5) The Secretary of the Senate and the Chief Clerk of the House  
14 of Representatives shall provide operational support to the task  
15 force and must contract with a facilitator with a background in  
16 developing respectful professional cultures and eliminating workplace  
17 bullying, discrimination, and harassment to provide support to the  
18 task force. Additional staff support for the task force will be  
19 provided by the offices of Senate and House counsel.

20 (6) Legislative members of the task force are reimbursed for  
21 travel expenses in accordance with RCW 44.04.120. Nonlegislative  
22 members are not entitled to be reimbursed for travel expenses if they  
23 are elected officials or are participating on behalf of an employer,  
24 governmental entity, or other organization. Any reimbursement for  
25 other nonlegislative members is subject to chapter 43.03 RCW.

26 (7) The expenses of the task force must be paid jointly by the  
27 Senate and the House of Representatives. Task force expenditures are  
28 subject to approval by the Senate Facilities and Operations Committee  
29 and the House of Representatives Executive Rules Committee.

30 (8) All meetings of the task force shall be scheduled and  
31 conducted in accordance with requirements of both the Senate and  
32 House of Representatives; and

33 BE IT FURTHER RESOLVED, That while the Unified Table on Sexual  
34 Harassment works to meet the objectives stated herein, the offices of  
35 Senate and House counsel will continue to serve as a resource to any  
36 member of the legislative community on issues related to harassment,  
37 should such issues arise; and

1 BE IT FURTHER RESOLVED, That the task force expires December 31,  
2 2018.

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