

CERTIFICATION OF ENROLLMENT

**SENATE BILL 6471**

Chapter 121, Laws of 2018

65th Legislature  
2018 Regular Session

WORKPLACE SEXUAL HARASSMENT--MODEL POLICIES

EFFECTIVE DATE: June 7, 2018

Passed by the Senate March 6, 2018  
Yeas 49 Nays 0

CYRUS HABIB

**President of the Senate**

Passed by the House February 27, 2018  
Yeas 98 Nays 0

FRANK CHOPP

**Speaker of the House of Representatives**

Approved March 21, 2018 11:00 AM

JAY INSLEE

**Governor of the State of Washington**

CERTIFICATE

I, Brad Hendrickson, Secretary of the Senate of the State of Washington, do hereby certify that the attached is **SENATE BILL 6471** as passed by Senate and the House of Representatives on the dates hereon set forth.

BRAD HENDRICKSON

**Secretary**

FILED

March 23, 2018

**Secretary of State  
State of Washington**

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**SENATE BILL 6471**

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AS AMENDED BY THE HOUSE

Passed Legislature - 2018 Regular Session

**State of Washington                      65th Legislature                      2018 Regular Session**

**By** Senators Keiser, Walsh, Rolfes, Dhingra, Bailey, Darneille, Hasegawa, Frockt, Conway, Chase, Kuderer, and Saldaña

Read first time 01/18/18. Referred to Committee on Labor & Commerce.

1            AN ACT Relating to developing model policies to create workplaces  
2 that are safe from sexual harassment; adding a new section to chapter  
3 49.60 RCW; and creating a new section.

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

5            NEW SECTION.    **Sec. 1.**    The legislature finds that the equal  
6 employment opportunity commission estimates that twenty-five to  
7 eighty-five percent of working women have experienced sexual  
8 harassment on the job. Organizational tolerance of sexual harassment  
9 has a detrimental influence in workplaces by creating a hostile  
10 environment for women, reducing productivity, and increasing legal  
11 liability. It is the legislature's intent to encourage employers to  
12 adopt and actively implement policies to ensure their workplaces are  
13 safe for women workers to report concerns about sexual harassment  
14 without fear of retaliation, loss of status, or loss of promotional  
15 opportunities.

16            NEW SECTION.    **Sec. 2.**    A new section is added to chapter 49.60  
17 RCW to read as follows:

18            (1) The commission must convene a stakeholder work group to  
19 develop model policies and best practices for employers and employees  
20 to keep workplaces safe from sexual harassment.

1 (2) To the extent practicable, the following groups should be  
2 represented in the work group:

- 3 (a) Representatives from the business community;
- 4 (b) Human resource professionals;
- 5 (c) Representatives from groups advocating for survivors of  
6 sexual harassment;
- 7 (d) Representatives of labor organizations;
- 8 (e) Representatives of farmworkers or groups advocating for  
9 farmworkers;
- 10 (f) Representatives from agricultural industries; and
- 11 (g) Subject matter experts as deemed necessary by the commission.

12 (3) In developing best practices, the work group may consider:

- 13 (a) How workplace leaders can signal commitment to stopping  
14 sexual harassment;
- 15 (b) How to create and protect anonymous reporting channels to  
16 allow employees to raise concerns about workplace misconduct and to  
17 share ideas with leadership without worrying about being identified;
- 18 (c) How to ensure human resource departments are accountable for  
19 enforcing sexual harassment policies, aiding victims of sexual  
20 harassment, and encouraging victims to speak up;
- 21 (d) How to protect against retaliation for complainants and  
22 observers;
- 23 (e) Providing the opportunity for employees to establish affinity  
24 groups as a mechanism for sharing concerns about discrimination and  
25 harassment and to provide mentoring opportunities for employees;
- 26 (f) The use of exit surveys to identify the reason employees  
27 leave the workplace and to enhance working conditions to promote  
28 retention and an inclusive environment;
- 29 (g) The use of employee engagement surveys that contain questions  
30 regarding sexual harassment prevention;
- 31 (h) Using new employee orientations to emphasize inclusion and  
32 sexual harassment prevention;
- 33 (i) Evaluating executives, managers, and supervisors on their  
34 specific efforts to support an inclusive workplace and prevent sexual  
35 harassment;
- 36 (j) Requiring training for all employees in a classroom  
37 environment; and
- 38 (k) How to create an internal communication plan for  
39 communicating a commitment to inclusion and sexual harassment  
40 prevention.

1           (4)(a) By January 1, 2019, the commission must adopt model  
2 policies and best practices developed by the work group for employers  
3 and employees to keep workplaces safe from sexual harassment and post  
4 the model policies and best practices prominently on its web site for  
5 the public to access.

6           (b) Within thirty days of the commission adopting model policies  
7 and best practices, the department of labor and industries must post  
8 the model policies and best practices prominently on its web site for  
9 the public to access.

Passed by the Senate March 6, 2018.

Passed by the House February 27, 2018.

Approved by the Governor March 21, 2018.

Filed in Office of Secretary of State March 23, 2018.

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