

**WAC 296-05-407 Apprenticeship program sponsor's obligations.**

(1) A sponsor of an approved apprenticeship program must:

- (a) Promote equal opportunity in its apprenticeship program; and
- (b) Recruit, select, employ and train apprentices without discrimination based on race, sex, color, religion, national origin, age, disability or as otherwise specified by law.

(2) A sponsor of an approved apprenticeship program with five or more apprentices must uniformly apply all rules related to apprentices. Such rules include, but are not limited to:

- Equality of wages;
- Periodic advancement;
- Promotion;
- Assignment of work;
- Job performance;
- Rotation among all work processes for the occupation;
- Imposition of penalties or other disciplinary action; and
- All other aspects of the apprenticeship program administered by the program sponsors.

(3) Adopt and implement an equal employment opportunity plan and selection procedure as required by chapter 49.04 RCW, 29 C.F.R. Part 30, and these rules unless the approved apprenticeship program qualifies for an exception (see WAC 296-05-405).

(4) Anti-harassment training must be provided to all individuals connected with the administration or operation of the apprenticeship program to include apprentices and journey level workers who work with apprentices.

(a) The training session must be in-person or interactive online training;

(b) The training must include communication of the following at a minimum:

- (i) Harassing conduct will not be tolerated;
- (ii) The definition of harassment and the types of conduct that constitute unlawful harassment; and
- (iii) The right to file a harassment complaint and how to do so.

(c) Orientation and periodic information sessions must be conducted to inform and remind all such individuals of the sponsor's equal employment policy and to provide the anti-harassment training.

[Statutory Authority: Chapter 49.04 RCW. WSR 20-13-060, § 296-05-407, filed 6/15/20, effective 7/16/20. Statutory Authority: Chapter 49.04 RCW and RCW 19.285.040. WSR 11-11-002, § 296-05-407, filed 5/4/11, effective 7/25/11. Statutory Authority: RCW 49.04.010, 2001 c 204, and chapter 49.04 RCW. WSR 01-22-055, § 296-05-407, filed 10/31/01, effective 1/17/02.]