

WAC 504-26-227 Hostile environment sex-based harassment. Unwelcome, sex-based conduct (including conduct based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, or gender identity/expression) that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that:

(1) It limits or denies a person's ability to participate in or benefit from WSU's education programs or activities (i.e., creates a hostile environment); or

(2) Enduring the offensive conduct becomes a condition of continued employment.

[Statutory Authority: RCW 28B.30.150. WSR 24-23-093, s 504-26-227, filed 11/19/24, effective 12/20/24; WSR 22-23-142, § 504-26-227, filed 11/21/22, effective 1/1/23; WSR 21-07-057, § 504-26-227, filed 3/15/21, effective 4/15/21; WSR 18-23-083, § 504-26-227, filed 11/19/18, effective 12/20/18; WSR 14-11-025, § 504-26-227, filed 5/12/14, effective 6/12/14.]