

FINAL BILL REPORT

SHB 2153

C 213 L 94
Synopsis as Enacted

Brief Description: Requiring the superintendent of public instruction to develop sexual harassment policy criteria for school districts.

By House Committee on Education (originally sponsored by Representatives J. Kohl, Foreman, Thibaudeau, Ballasiotes, L. Johnson, Cooke, Valle, R. Johnson, Ogden, H. Myers, Heavey, Cothorn, Appelwick, Anderson, Roland, Forner, Campbell, Kremen, Pruitt, Johanson, Kessler, Holm, King, Wineberry, Basich, Romero, Springer and Leonard).

House Committee on Education
Senate Committee on Education

Background: In 1975, the Superintendent of Public Instruction (SPI) was instructed by the Legislature to develop regulations and guidelines to eliminate sex discrimination. Regulations were adopted in 1976 and have been amended on several occasions.

A recent study by the American Association of University Women found widespread cases of sexual harassment in the nation's schools.

Summary: By December 31, 1994, SPI is to develop criteria for use by school districts in developing sexual harassment policies. The criteria shall address the subjects of grievance procedures, remedies to victims of sexual harassment, disciplinary actions against violators of the policy, and other subjects at the discretion of SPI.

By June 30, 1995, every school district shall adopt and implement a written policy concerning sexual harassment. The policy shall apply to all employees, volunteers, parents, and students, including, but not limited to, conduct between students.

SPI is to review the school district policies as part of its sexual equity compliance monitoring.

The school district policy must be conspicuously posted throughout each school building and provided to each employee. A process for discussing the policy with

employees, volunteers, parents, and students must be developed.

"Sexual harassment" means unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact, or other verbal or physical conduct or communication of a sexual nature if:

- (1) submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining an education or employment;
- (2) submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's education or employment; or
- (3) that conduct or communication has the purpose or effect of substantially interfering with an individual's educational or work performance, or of creating an intimidating, hostile, or offensive educational or work environment.

Votes on Final Passage:

House	87	10	
Senate	31	17	(Senate amended)
House	81	7	(House concurred)

Effective: June 9, 1994