
Labor & Workplace Standards Committee

HB 2820

Brief Description: Concerning the healthy relationships campaign.

Sponsors: Representatives McCabe, Pettigrew, Stambaugh, Macri, Vick, Reeves, Jenkin, Sells, Kagi, Muri and Kilduff.

Brief Summary of Bill

- Creates a healthy relationships campaign under which employers must solicit an employee volunteer to be the contact person for other employees with concerns about domestic violence, sexual harassment, and other unhealthy relationships.
- Requires the Employment Security Department to create a multimedia presentation on healthy relationships, a workplace poster, and a means by which participating employers receive acknowledgement.

Hearing Date: 1/23/18

Staff: Joan Elgee (786-7106).

Background:

In the criminal context, a domestic violence offense is a crime committed by one family or household member by another. In the absence of a criminal case, a person experiencing domestic violence may seek a civil protection order that restrains the respondent from contacting the protected person or visiting certain locations. The state has several programs related to domestic violence assistance. For example, the Department of Social and Health Services (DSHS) contracts with local governments for services, and contact information for domestic violence organizations is on the DSHS's website. The Administrative Office of the Courts prepares and makes available an informational brochure regarding civil protection orders and related matters.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.

Sexual harassment in the workplace is a form of sex discrimination and violates the Washington Law Against Discrimination. With respect to the state as an employer, state agencies are required to provide all employees and contractors with a sexual harassment policy that meets certain criteria, respond promptly and effectively to sexual harassment concerns, and conduct training and education for all employees.

Summary of Bill:

Legislative intent is stated to shine the light on and help curb unhealthy relationships by creating a campaign to provide information to empower victims and others to support healthy relationships in Washington's families, workplaces, and communities.

The healthy relationships campaign is created.

The Employment Security Department (Department) must award a contract for a multimedia presentation, no longer than 60 minutes, on healthy relationships. The Department must post the presentation on its website. The presentation must cover how to identify domestic violence, sexual harassment, and other forms of unhealthy relationships, and provide resources for assistance.

Employers must solicit at least one employee to volunteer to serve as the contact person for the healthy relationship campaign, to be known as the "healthy relationships star." The star must view the presentation and if an employee seeks out the star with questions or concerns about unhealthy relationships, the star may provide the employee with a link to the presentation and other resources.

The Department must also create a poster that employers may use to let employees know the name and contact information for the star. In addition, the Department must create a means by which an employer who participates in the campaign may receive acknowledgment. In awarding the contract for the presentation and designing the poster and acknowledgement of participation, the Department must create and consult with a broad-based advisory committee.

The provisions do not create any liability for any person or entity for any act or omission.

Appropriation: None.

Fiscal Note: Requested on January 17, 2018.

Effective Date: The bill takes effect 90 days after adjournment of the session in which the bill is passed.