

FINAL BILL REPORT

SSB 5118

C 76 L 07

Synopsis as Enacted

Brief Description: Developing sexual harassment policies, procedures, and mandatory training for all state employees.

Sponsors: Senate Committee on Labor, Commerce, Research & Development (originally sponsored by Senators Kohl-Welles, Brandland, Keiser, Murray, Prentice, McAuliffe, Marr and Shin).

Senate Committee on Labor, Commerce, Research & Development
House Committee on State Government & Tribal Affairs

Background: Sexual harassment is a form of discrimination and is an unlawful employer practice under RCW 49.60 Washington Law Against Discrimination (WLAD), and Title VII of the Civil Rights Act of 1964.

In 1989, then Governor Gardner issued Executive Order 89-01, which stated that it is the public policy of the state to provide and maintain a working environment free from sexual harassment for its employees and all citizens participating in state programs.

The Executive Order requires all state agencies to maintain policy statements on sexual harassment, conduct training and education for all employees, and respond promptly and effectively to sexual harassment concerns.

The Executive Order also requires the Department of Personnel to incorporate into its Affirmative Action Program Guidelines criteria addressing compliance with this Executive Order.

Summary: The existing Executive Order 89-01 on Sexual Harassment for state agencies is codified. The Department of Personnel is required to develop rules establishing guidelines on policies, procedures, reporting, and mandatory training for all state agencies to comply with this act. The cost of the mandatory training is to be covered by the state agencies within their existing resources.

Votes on Final Passage:

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| Senate | 47 | 0 |
| House | 97 | 0 |

Effective: July 22, 2007