

# SENATE BILL REPORT

## SB 5118

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As Reported By Senate Committee On:  
Labor, Commerce, Research & Development, January 25, 2007

**Title:** An act relating to developing sexual harassment policies, procedures, and mandatory training for all state employees.

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

**Sponsors:** Senators Kohl-Welles, Brandland, Keiser, Murray, Prentice, McAuliffe, Marr and Shin.

**Brief History:**

**Committee Activity:** Labor, Commerce, Research & Development: 1/22/07, 1/25/07 [DPS].

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### SENATE COMMITTEE ON LABOR, COMMERCE, RESEARCH & DEVELOPMENT

**Majority Report:** That Substitute Senate Bill No. 5118 be substituted therefor, and the substitute bill do pass.

Signed by Senators Kohl-Welles, Chair; Keiser, Vice Chair; Clements, Ranking Minority Member; Franklin and Holmquist.

**Staff:** Sherry McNamara (786-7402)

**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.

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*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.*

**Summary of Bill:** The Director of the Department of Personnel is directed to develop policies, procedures, and mandatory training programs on sexual harassment that are applicable to all state employees. The cost of the training programs is to be borne by state agencies within existing resources.

**EFFECT OF CHANGES MADE BY RECOMMENDED SUBSTITUTE AS PASSED COMMITTEE (Labor, Commerce, Research & Development):** The existing Executive Order 89-01 on Sexual Harassment for state agencies is codified, and 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.

**Appropriation:** None.

**Fiscal Note:** Available.

**Committee/Commission/Task Force Created:** No.

**Effective Date:** Ninety days after adjournment of the session in which bill is passed.

**Staff Summary of Public Testimony:** None.

**Persons Testifying:** No one.