

CERTIFICATION OF ENROLLMENT  
**SUBSTITUTE SENATE BILL 5118**

Chapter 76, Laws of 2007

60th Legislature  
2007 Regular Session

STATE EMPLOYEES--SEXUAL HARASSMENT

EFFECTIVE DATE: 07/22/07

Passed by the Senate March 8, 2007  
YEAS 47 NAYS 0

BRAD OWEN

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**President of the Senate**

Passed by the House April 5, 2007  
YEAS 97 NAYS 0

FRANK CHOPP

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**Speaker of the House of Representatives**

Approved April 18, 2007, 9:32 a.m.

CHRISTINE GREGOIRE

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**Governor of the State of Washington**

CERTIFICATE

I, Thomas Hoemann, Secretary of the Senate of the State of Washington, do hereby certify that the attached is **SUBSTITUTE SENATE BILL 5118** as passed by the Senate and the House of Representatives on the dates hereon set forth.

THOMAS HOEMANN

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**Secretary**

FILED

April 18, 2007

**Secretary of State  
State of Washington**

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**SUBSTITUTE SENATE BILL 5118**

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Passed Legislature - 2007 Regular Session

**State of Washington                      60th Legislature                      2007 Regular Session**

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

READ FIRST TIME 01/29/07.

1            AN ACT Relating to developing sexual harassment policies,  
2 procedures, and mandatory training for all state employees; adding a  
3 new section to chapter 41.06 RCW; and adding a new section to chapter  
4 43.01 RCW.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6            NEW SECTION.    **Sec. 1.** A new section is added to chapter 41.06 RCW  
7 to read as follows:

8            The director shall adopt rules establishing guidelines for  
9 policies, procedures, and mandatory training programs on sexual  
10 harassment for state employees to be adopted by state agencies and  
11 establishing reporting requirements for state agencies on compliance  
12 with section 2 of this act.

13           NEW SECTION.    **Sec. 2.** A new section is added to chapter 43.01 RCW  
14 to read as follows:

15           Agencies as defined in RCW 41.06.020 shall:

16           (1) Update or develop and disseminate among all agency employees  
17 and contractors a policy that:

18           (a) Defines and prohibits sexual harassment in the workplace;

1 (b) Includes procedures that describe how the agency will address  
2 concerns of employees who are affected by sexual harassment in the  
3 workplace;

4 (c) Identifies appropriate sanctions and disciplinary actions; and

5 (d) Complies with guidelines adopted by the director of personnel  
6 under section 1 of this act;

7 (2) Respond promptly and effectively to sexual harassment concerns;

8 (3) Conduct training and education for all employees in order to  
9 prevent and eliminate sexual harassment in the organization;

10 (4) Inform employees of their right to file a complaint with the  
11 Washington state human rights commission under chapter 49.60 RCW, or  
12 with the federal equal employment opportunity commission under Title  
13 VII of the Civil Rights Act of 1964; and

14 (5) Report to the department of personnel on compliance with this  
15 section.

16 The cost of the training programs shall be borne by state agencies  
17 within existing resources.

Passed by the Senate March 8, 2007.

Passed by the House April 5, 2007.

Approved by the Governor April 18, 2007.

Filed in Office of Secretary of State April 18, 2007.