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**SENATE BILL 6169**

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**State of Washington**

**66th Legislature**

**2020 Regular Session**

**By** Senators Keiser, Conway, Hunt, Kuderer, Nguyen, and Wilson, C.

Prefiled 01/08/20. Read first time 01/13/20. Referred to Committee on Labor & Commerce.

1 AN ACT Relating to training on the prevention of harassment,  
2 discrimination, and retaliation; and adding a new section to chapter  
3 49.60 RCW.

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

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 49.60  
6 RCW to read as follows:

7 (1) By July 1, 2021, the department will create a registration to  
8 qualify trainers and peer trainers on the prevention of harassment,  
9 discrimination, and retaliation, including harassment based on  
10 gender, gender expression, and sexual orientation.

11 (2) In qualifying trainers, the department will consider whether  
12 the trainer has experience explaining:

13 (a) The negative effects of sexual harassment and discrimination  
14 on individual victims and the workplace as a whole;

15 (b) Federal and state discrimination and sexual harassment law  
16 and definitions;

17 (c) What constitutes sexual harassment using practical examples  
18 specific to an industry and work environment, and providing examples  
19 showing how sexual harassment can take place between members of the  
20 same and different genders, including harassment on the basis of  
21 gender, gender expression, or sexual orientation;

1 (d) A harassed person's rights and remedies, including the legal  
2 complaint process under state and federal law;

3 (e) How retaliation against a person who makes a complaint of  
4 harassment or a survivor of harassment is illegal;

5 (f) Prevention methods of harassment and discrimination at a  
6 workplace, including supervisor best practices, and training on  
7 bystander intervention and respectful workplaces; and

8 (g) How consensual behavior, where consent is mutually affirmed,  
9 may be acknowledged without anxiety or confusion, and that consenting  
10 adults' behavior will not be considered sexual harassment or subject  
11 to sexual harassment policies.

12 (3) The department's considerations for qualifying peer trainers  
13 shall be generally consistent with the criteria set forth in  
14 subsection (2) of this section. At a minimum, peer trainers must also  
15 have all of the following qualifications:

16 (a) Completion of a minimum of a cumulative forty hours of sexual  
17 violence advocate training that includes survivor-centered and  
18 trauma-informed principles and techniques, and interactive teaching  
19 strategies that engage across multiple literacy levels;

20 (b) Possession of two years of nonsupervisory work experience in  
21 the same industry as the peer workers they will train; and

22 (c) Culturally competent and fluent in the language or languages  
23 understood by the peer workers they will train.

24 (4) The director may adopt and enforce rules to carry out this  
25 section.

26 (5) For purposes of this section:

27 (a) "Department" means the department of labor and industries.

28 (b) "Director" means the director of the department of labor and  
29 industries.

30 (c) "Employer" has the same meaning as and shall be interpreted  
31 consistent with how that term is defined in RCW 49.17.020.

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