

WSR 25-10-020

PERMANENT RULES

STUDENT ACHIEVEMENT COUNCIL

[Filed April 25, 2025, 10:09 p.m., effective May 26, 2025]

Effective Date of Rule: Thirty-one days after filing.

Purpose: Private not-for-profit institutions attest that they have adopted nondiscrimination policies in order to be able to participate in the college in the high school pilot program.

Citation of Rules Affected by this Order: New chapter 250-110

WAC.

Statutory Authority for Adoption: RCW 28B.10.065 and 28B.77.050.

Adopted under notice filed as WSR 25-05-016 on February 7, 2025.

Number of Sections Adopted in Order to Comply with Federal Statute: New 0, Amended 0, Repealed 0; Federal Rules or Standards: New 0, Amended 0, Repealed 0; or Recently Enacted State Statutes: New 0, Amended 0, Repealed 0.

Number of Sections Adopted at the Request of a Nongovernmental Entity: New 0, Amended 0, Repealed 0.

Number of Sections Adopted on the Agency's own Initiative: New 0, Amended 0, Repealed 0.

Number of Sections Adopted in Order to Clarify, Streamline, or Reform Agency Procedures: New 0, Amended 0, Repealed 0.

Number of Sections Adopted using Negotiated Rule Making: New 0, Amended 0, Repealed 0; Pilot Rule Making: New 1, Amended 0, Repealed 0; or Other Alternative Rule Making: New 0, Amended 0, Repealed 0.

Date Adopted: April 22, 2025.

Crystal Hall
Director

RDS-6003.3

Chapter 250-110 WAC

COLLEGE IN THE HIGH SCHOOL BY PRIVATE NOT-FOR-PROFIT INSTITUTIONS OF HIGHER EDUCATION

NEW SECTION

WAC 250-110-010 Purpose—Adoption of nondiscrimination policies to participate in the college in the high school pilot program. The purpose of this chapter is to establish administrative rules implementing chapter 28B.10 RCW, RCW 28B.10.065, requiring adoption of nondiscrimination policies pertaining to private not-for-profit institutions for them to participate in the college in the high school pilot program.

NEW SECTION

WAC 250-110-015 Definitions. (1) "Education programs and activities" shall mean all instructional, research, and instruction and research related activities of the institution, including internships, teaching and research assistantships, and cooperative education, at all levels of study.

(2) "Institution" shall mean a four-year, private, nonprofit educational institution, the main campus of which is permanently situated in the state, which is open to residents of the state, which neither restricts entry on racial or religious grounds, which provides programs of education beyond high school leading at least to the baccalaureate degree, and which is accredited by the Northwest Association of Schools and Colleges or by an accrediting association recognized by the council for higher education.

NEW SECTION

WAC 250-110-020 Participation in the college in the high school pilot program. An institution is not eligible to participate in the college in the high school pilot program if an affidavit attesting the adoption of nondiscrimination policies by the institution is not signed.

The affidavit must attest to the following nondiscrimination policies:

(1) **Education programs and activities.** Institution shall ensure that all education programs and activities are operated free of discrimination. Students shall not be discriminated on the basis of student's age, sex, marital status, sexual orientation, race, creed, color, national origin, citizenship or immigration status, veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with disability, unless based upon bona fide qualification of the education program.

(2) **Employment activities.**

(a) Institution shall not refuse to hire, promote, or confer tenure to any person because of age, sex, marital status, sexual orientation, race, creed, color, national origin, citizenship or immigration status, veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability, unless based upon bona fide occupational qualification.

(i) Institution is not prohibited from refusing employment if the particular disability prevents the proper performance of the particular work involved.

(ii) Institution is not required to establish employment goals or quotas based on sexual orientation.

(b) Institution shall not discharge or bar any person from employment because of age, sex, marital status, sexual orientation, race, creed, color, national origin, citizenship or immigration status, veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability.

(c) Institution shall not discriminate against any person in compensation or in other terms or conditions of employment because of

age, sex, marital status, sexual orientation, race, creed, color, national origin, citizenship or immigration status, veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability.

Institution is not prohibited from segregating washrooms or locker room facilities on the basis of sex, or basing other terms and conditions of employment on the sex of employees where the Washington state human rights commission has by regulation or ruling in a particular instance found the employment practice to be appropriate for the practical realization of equality of opportunity between the sexes.

(d) Institution shall not print or circulate any statement, or advertisement, or publication that expresses any limitation, specification, or discrimination as to age, sex, marital status, sexual orientation, race, creed, color, national origin, citizenship or immigration status, veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability.

(i) Institution shall not use any form of application for employment or make an inquiry in connection with prospective employment that expresses any limitation, specification, or discrimination as to age, sex, marital status, sexual orientation, race, creed, color, national origin, citizenship or immigration status, veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability, unless based upon a bona fide occupational qualification.

(ii) Institutions are not prohibited from advertising in a foreign language.

(3) **Theology academy programs and campus ministry departments.**

Participation in the theology academic programs and campus ministry departments at the institution, including employment, promotion, or granting of tenure of faculty members for courses of study in theology, are exempt from the requirements of this chapter.