
SENATE BILL 6024

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By Senators Honeyford, Keiser, Fairley, Kline, Kohl-Welles, B. Sheldon and Thibaudeau

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1 AN ACT Relating to workplace harassment; amending RCW 36.18.020;
2 adding a new chapter to Title 10 RCW; and prescribing penalties.

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

4 NEW SECTION. **Sec. 1.** DEFINITIONS. Unless the context clearly
5 requires otherwise, the definitions in this section apply throughout
6 this chapter.

7 (1) "Workplace harassment" means a knowing and willful course of
8 conduct directed at a specific person which seriously alarms, annoys,
9 harasses, or is detrimental to such person, and which serves no
10 legitimate or lawful purpose. The course of conduct shall be such as
11 would cause a reasonable person to suffer substantial emotional
12 distress, and shall actually cause substantial emotional distress to
13 the petitioner.

14 (2) "Course of conduct" means a pattern of conduct composed of a
15 series of acts over a period of time, however short, evidencing a
16 continuity of purpose. "Course of conduct" includes, in addition to
17 any other form of communication, contact, or conduct, the sending of an
18 electronic communication. Constitutionally protected activity is not
19 included within the meaning of "course of conduct."

1 (3) "Employer" means an individual, partnership, association, or
2 corporation, or a person or group of persons who act, directly or
3 indirectly, on behalf of or in the interest of an employer and with the
4 consent of the employer. "Employer" includes the state, a political
5 subdivision of the state, and any school district or other special
6 district.

7 NEW SECTION. **Sec. 2.** COURSE OF CONDUCT--DETERMINATION OF PURPOSE.
8 In determining whether the course of conduct serves any legitimate or
9 lawful purpose, the court should consider whether:

10 (1) Any current contact between the parties was initiated by the
11 respondent only or was initiated by both parties;

12 (2) The respondent has been given clear notice that all further
13 contact with the petitioner is unwanted;

14 (3) The respondent's course of conduct appears designed to alarm,
15 annoy, or harass the petitioner;

16 (4) The respondent is acting pursuant to any statutory authority,
17 including but not limited to acts which are reasonably necessary to:

18 (a) Protect property or liberty interests;

19 (b) Enforce the law; or

20 (c) Meet specific statutory duties or requirements;

21 (5) The respondent's course of conduct has the purpose or effect of
22 unreasonably interfering with the petitioner's privacy or the purpose
23 or effect of creating an intimidating, hostile, or offensive living
24 environment for the petitioner;

25 (6) Contact by the respondent with the petitioner or the
26 petitioner's family has been limited in any manner by any previous
27 court order.

28 NEW SECTION. **Sec. 3.** PROTECTION ORDER--PETITION. An employer or
29 an authorized agent of an employer may petition for an order for
30 protection in cases of workplace harassment.

31 (1) A petition for relief shall allege the existence of harassment
32 and shall be accompanied by an affidavit made under oath stating the
33 specific facts and circumstances from which relief is sought.

34 (2) A petition for relief may be made regardless of whether or not
35 there is a pending lawsuit, complaint, petition, or other action
36 between the parties.

1 (3) All court clerks' offices shall make available simplified forms
2 and instructional brochures. Any assistance or information provided by
3 clerks under this section does not constitute the practice of law and
4 clerks are not responsible for incorrect information contained in a
5 petition.

6 (4) Filing fees are set in RCW 36.18.020, but no filing fee may be
7 charged for a petition filed in an existing action or under an existing
8 cause number brought under this chapter in the jurisdiction where the
9 relief is sought or as provided in section 6 of this act. Forms and
10 instructional brochures shall be provided free of charge.

11 (5) A person is not required to post a bond to obtain relief in any
12 proceeding under this section.

13 NEW SECTION. **Sec. 4.** COURT ORDERED REMEDIES. If the court grants
14 a petition for relief against workplace harassment, the court may do
15 any of the following:

16 (1) Restrain the defendant from coming near the employer's property
17 or place of business;

18 (2) Restrain the defendant from contacting the employer, or other
19 person while that person is on or at the employer's property or place
20 of business or is performing official work duties; and

21 (3) Grant any other relief necessary for the protection of the
22 employer, the workplace, the employer's employees, or any other person
23 who is on or at the employer's property or place of business or who is
24 performing official work duties.

25 NEW SECTION. **Sec. 5.** ADMINISTRATOR FOR COURTS--FORMS,
26 INFORMATION. The administrator for the courts shall develop and
27 prepare, in consultation with interested persons, model forms and
28 instructional brochures required under section 3(3) of this act.

29 NEW SECTION. **Sec. 6.** FEES EXCUSED, WHEN. No fees for filing or
30 service of process may be charged by a public agency to petitioners
31 seeking relief under this chapter from a person who has stalked them as
32 that term is defined in RCW 9A.46.110, or from a person who has engaged
33 in conduct that would constitute a sex offense as defined in RCW
34 9A.44.130, or from a person who is a family or household member as

1 defined in RCW 26.50.010(2) who has engaged in conduct that would
2 constitute domestic violence as defined in RCW 26.50.010(1).

3 NEW SECTION. **Sec. 7.** PROCEEDING IN FORMA PAUPERIS. Persons
4 seeking relief under this chapter may file an application for leave to
5 proceed in forma pauperis on forms supplied by the court. If the court
6 determines that a petitioner lacks the funds to pay the costs of
7 filing, the petitioner shall be granted leave to proceed in forma
8 pauperis and no filing fee or any other court related fees shall be
9 charged by the court to the petitioner for relief sought under this
10 chapter. If the petitioner is granted leave to proceed in forma
11 pauperis, then no fees for service may be charged to the petitioner.

12 NEW SECTION. **Sec. 8.** HEARING--SERVICE. Upon receipt of the
13 petition, the court shall order a hearing which shall be held not later
14 than fourteen days from the date of the order. Except as provided in
15 section 10 of this act, personal service shall be made upon the
16 respondent not less than five court days before the hearing. If timely
17 personal service cannot be made, the court shall set a new hearing date
18 and shall either require additional attempts at obtaining personal
19 service or permit service by publication as provided by section 10 of
20 this act. If the court permits service by publication, the court shall
21 set the hearing date not later than twenty-four days from the date of
22 the order. The court may issue an ex parte order for protection
23 pending the hearing as provided in sections 9 and 10 of this act.

24 NEW SECTION. **Sec. 9.** ANTIHARASSMENT PROTECTION ORDERS--EX PARTE
25 TEMPORARY--HEARING--LONGER TERM, RENEWAL. (1) Upon filing a petition
26 for a civil antiharassment protection order under this chapter, the
27 petitioner may obtain an ex parte temporary antiharassment protection
28 order. An ex parte temporary antiharassment protection order may be
29 granted with or without notice upon the filing of an affidavit which,
30 to the satisfaction of the court, shows reasonable proof of workplace
31 harassment of the petitioner by the respondent and that great or
32 irreparable harm will result to the petitioner if the temporary
33 antiharassment protection order is not granted.

34 (2) An ex parte temporary antiharassment protection order shall be
35 effective for a fixed period not to exceed fourteen days or twenty-four

1 days if the court has permitted service by publication under section 10
2 of this act. The ex parte order may be reissued. A full hearing, as
3 provided in this chapter, shall be set for not later than fourteen days
4 from the issuance of the temporary order or not later than twenty-four
5 days if service by publication is permitted. Except as provided in
6 sections 8 and 10 of this act, the respondent shall be personally
7 served with a copy of the ex parte order along with a copy of the
8 petition and notice of the date set for the hearing. The ex parte
9 order and notice of hearing shall include at a minimum the date and
10 time of the hearing set by the court to determine if the temporary
11 order should be made effective for one year or more, and notice that if
12 the respondent should fail to appear or otherwise not respond, an order
13 for protection will be issued against the respondent pursuant to the
14 provisions of this chapter, for a minimum of one year from the date of
15 the hearing. The notice shall also include a brief statement of the
16 provisions of the ex parte order and notify the respondent that a copy
17 of the ex parte order and notice of hearing has been filed with the
18 clerk of the court.

19 (3) At the hearing, if the court finds by a preponderance of the
20 evidence that workplace harassment exists, a civil antiharassment
21 protection order shall issue prohibiting such workplace harassment.

22 (4) An order issued under this chapter shall be effective for not
23 more than one year unless the court finds that the respondent is likely
24 to resume workplace harassment of the petitioner when the order
25 expires. If so, the court may enter an order for a fixed time
26 exceeding one year or may enter a permanent antiharassment protection
27 order.

28 (5) At any time within the three months before the expiration of
29 the order, the petitioner may apply for a renewal of the order by
30 filing a petition for renewal. The petition for renewal shall state
31 the reasons why the petitioner seeks to renew the protection order.
32 Upon receipt of the petition for renewal, the court shall order a
33 hearing which shall be not later than fourteen days from the date of
34 the order. Except as provided in section 10 of this act, personal
35 service shall be made upon the respondent not less than five days
36 before the hearing. If timely service cannot be made the court shall
37 set a new hearing date and shall either require additional attempts at
38 obtaining personal service or permit service by publication as provided

1 by section 10 of this act. If the court permits service by
2 publication, the court shall set the new hearing date not later than
3 twenty-four days from the date of the order. If the order expires
4 because timely service cannot be made the court shall grant an ex parte
5 order of protection as provided in this section. The court shall grant
6 the petition for renewal unless the respondent proves by a
7 preponderance of the evidence that the respondent will not resume
8 harassment of the petitioner when the order expires. The court may
9 renew the protection order for another fixed time period or may enter
10 a permanent order as provided in subsection (4) of this section.

11 (6) The court, in granting an ex parte temporary antiharassment
12 protection order or a civil antiharassment protection order, shall have
13 broad discretion to grant such relief as the court deems proper,
14 including an order:

15 (a) Restraining the respondent from making any attempts to contact
16 the petitioner;

17 (b) Restraining the respondent from making any attempts to keep the
18 petitioner under surveillance;

19 (c) Requiring the respondent to stay a stated distance from the
20 petitioner's residence and workplace; and

21 (d) Considering the provisions of RCW 9.41.800.

22 (7) A petitioner may not obtain an ex parte temporary
23 antiharassment protection order against a respondent if the petitioner
24 has previously obtained two such ex parte orders against the same
25 respondent but has failed to obtain the issuance of a civil
26 antiharassment protection order unless good cause for such failure can
27 be shown.

28 (8) The court order shall specify the date an order issued pursuant
29 to subsections (4) and (5) of this section expires if any. The court
30 order shall also state whether the court issued the protection order
31 following personal service or service by publication and whether the
32 court has approved service by publication of an order issued under this
33 section.

34 NEW SECTION. **Sec. 10.** HEARING RESET AFTER EX PARTE ORDER--SERVICE
35 BY PUBLICATION--CIRCUMSTANCES. (1) If the respondent was not
36 personally served with the petition, notice of hearing, and ex parte
37 order before the hearing, the court shall reset the hearing for twenty-

1 four days from the date of entry of the order and may order service by
2 publication instead of personal service under the following
3 circumstances:

4 (a) The sheriff or municipal officer files an affidavit stating
5 that the officer was unable to complete personal service upon the
6 respondent. The affidavit must describe the number and types of
7 attempts the officer made to complete service;

8 (b) The petitioner files an affidavit stating that the petitioner
9 believes that the respondent is hiding from the server to avoid
10 service. The petitioner's affidavit must state the reasons for the
11 belief that the respondent is avoiding service;

12 (c) The server has deposited a copy of the summons, in
13 substantially the form prescribed in subsection (3) of this section,
14 notice of hearing, and the ex parte order of protection in the post
15 office, directed to the respondent at the respondent's last known
16 address, unless the server states that the server does not know the
17 respondent's address; and

18 (d) The court finds reasonable grounds exist to believe that the
19 respondent is concealing himself or herself to avoid service, and that
20 further attempts to personally serve the respondent would be futile or
21 unduly burdensome.

22 (2) The court shall reissue the temporary order of protection not
23 to exceed another twenty-four days from the date of reissuing the ex
24 parte protection order and order to provide service by publication.

25 (3) The publication shall be made in a newspaper of general
26 circulation in the county where the petition was brought and in the
27 county of the last known address of the respondent once a week for
28 three consecutive weeks. The newspaper selected must be one of the
29 three most widely circulated papers in the county. The publication of
30 summons shall not be made until the court orders service by publication
31 under this section. Service of the summons shall be considered
32 complete when the publication has been made for three consecutive
33 weeks. The summons must be signed by the petitioner. The summons
34 shall contain the date of the first publication, and shall require the
35 respondent upon whom service by publication is desired, to appear and
36 answer the petition on the date set for the hearing. The summons shall
37 also contain a brief statement of the reason for the petition and a

1 summary of the provisions under the ex parte order. The summons shall
2 be essentially in the following form:

3 In the court of the state of Washington for
4 the county of

5, Petitioner

6 vs. No.

7, Respondent

8 The state of Washington to (respondent):

9 You are hereby summoned to appear on the ... day
10 of, 20 .., at ... a.m./p.m., and respond to the
11 petition. If you fail to respond, an order of protection will
12 be issued against you pursuant to the provisions of chapter
13 10.-- RCW (sections 1 through 24 and 26 through 29 of
14 this act), for a minimum of one year from the date you are
15 required to appear. A temporary order of protection has
16 been issued against you, restraining you from the
17 following: (Insert a brief statement of the provisions of the
18 ex parte order). A copy of the petition, notice of hearing,
19 and ex parte order has been filed with the clerk of this
20 court.

21
22 Petitioner

23 NEW SECTION. **Sec. 11.** REPRESENTATION OR APPEARANCE. (1) Nothing
24 in this chapter shall preclude either party from representation by
25 private counsel or from appearing on his or her own behalf.

26 (2) The court may require the respondent to pay the filing fee and
27 court costs, including service fees, and to reimburse the petitioner
28 for costs incurred in bringing the action, including a reasonable
29 attorney's fee. If the petitioner has been granted leave to proceed in
30 forma pauperis, the court may require the respondent to pay the filing
31 fee and costs, including services fees, to the county or municipality
32 incurring the expense.

33 NEW SECTION. **Sec. 12.** SERVICE OF ORDER. (1) An order issued
34 under this chapter shall be personally served upon the respondent,
35 except as provided in subsections (5) and (7) of this section.

1 (2) The sheriff of the county or the peace officers of the
2 municipality in which the respondent resides shall serve the respondent
3 personally unless the petitioner elects to have the respondent served
4 by a private party.

5 (3) If the sheriff or municipal peace officer cannot complete
6 service upon the respondent within ten days, the sheriff or municipal
7 peace officer shall notify the petitioner.

8 (4) Returns of service under this chapter shall be made in
9 accordance with the applicable court rules.

10 (5) If an order entered by the court recites that the respondent
11 appeared in person before the court, the necessity for further service
12 is waived and proof of service of that order is not necessary. The
13 court's order, entered after a hearing, need not be served on a
14 respondent who fails to appear before the court, if material terms of
15 the order have not changed from those contained in the temporary order,
16 and it is shown to the court's satisfaction that the respondent has
17 previously been personally served with the temporary order.

18 (6) Except in cases where the petitioner has fees waived under
19 section 6 of this act or is granted leave to proceed in forma pauperis,
20 municipal police departments serving documents as required under this
21 chapter may collect the same fees for service and mileage authorized by
22 RCW 36.18.040 to be collected by sheriffs.

23 (7) If the court previously entered an order allowing service by
24 publication of the notice of hearing and temporary order of protection
25 pursuant to section 10 of this act, the court may permit service by
26 publication of the order of protection issued under section 9 of this
27 act. Service by publication must comply with the requirements of
28 section 10 of this act.

29 NEW SECTION. **Sec. 13.** ORDER FOLLOWING SERVICE BY PUBLICATION.

30 Following completion of service by publication as provided in section
31 10 of this act, if the respondent fails to appear at the hearing, the
32 court may issue an order of protection as provided in section 9 of this
33 act. That order must be served pursuant to section 12 of this act, and
34 forwarded to the appropriate law enforcement agency pursuant to section
35 14 of this act.

1 NEW SECTION. **Sec. 14.** NOTICE TO LAW ENFORCEMENT AGENCIES--
2 ENFORCEABILITY. (1) A copy of an antiharassment protection order
3 granted under this chapter shall be forwarded by the clerk of the court
4 on or before the next judicial day to the appropriate law enforcement
5 agency specified in the order.

6 Upon receipt of the order, the law enforcement agency shall
7 forthwith enter the order into any computer-based criminal intelligence
8 information system available in this state used by law enforcement
9 agencies to list outstanding warrants. The law enforcement agency
10 shall expunge expired orders from the computer system. Entry into the
11 law enforcement information system constitutes notice to all law
12 enforcement agencies of the existence of the order. The order is fully
13 enforceable in any county in the state.

14 (2) The information entered into the computer-based system shall
15 include notice to law enforcement whether the order was personally
16 served or served by publication.

17 NEW SECTION. **Sec. 15.** ENFORCEMENT OF ORDER--KNOWLEDGE
18 PREREQUISITE TO PENALTIES--REASONABLE EFFORTS TO SERVE COPY OF ORDER.

19 (1) When the court issues an order of protection pursuant to section 9
20 of this act, the court shall advise the petitioner that the respondent
21 may not be subjected to the penalties set forth in sections 16 and 22
22 of this act for a violation of the order unless the respondent knows of
23 the order.

24 (2) When a peace officer investigates a report of an alleged
25 violation of an order for protection issued under this chapter the
26 officer shall attempt to determine whether the respondent knew of the
27 existence of the protection order. If the officer determines that the
28 respondent did not or probably did not know about the protection order,
29 the officer shall make reasonable efforts to obtain a copy of the
30 protection order and serve it on the respondent during the
31 investigation.

32 NEW SECTION. **Sec. 16.** DISOBEDIENCE OF ORDER--PENALTIES. Any
33 willful disobedience by a respondent age eighteen years or over of any
34 temporary antiharassment protection order or civil antiharassment
35 protection order issued under this chapter subjects the respondent to
36 criminal penalties under this chapter. Any respondent age eighteen

1 years or over who willfully disobeys the terms of any order issued
2 under this chapter may also, in the court's discretion, be found in
3 contempt of court and subject to penalties under chapter 7.21 RCW. Any
4 respondent under the age of eighteen years who willfully disobeys the
5 terms of an order issued under this chapter may, in the court's
6 discretion, be found in contempt of court and subject to the sanction
7 specified in RCW 7.21.030(4).

8 NEW SECTION. **Sec. 17.** SERVICE BY PUBLICATION--COSTS. The court
9 may permit service by publication under this chapter only if the
10 petitioner pays the cost of publication or if the petitioner's costs
11 have been waived pursuant to section 6 of this act, unless the county
12 legislative authority allocates funds for service of process by
13 publication for petitioners who are granted leave to proceed in forma
14 pauperis.

15 NEW SECTION. **Sec. 18.** EXCLUSION OF CERTAIN ACTIONS. Protection
16 orders authorized under this chapter shall not be issued for any action
17 specifically covered by chapter 10.99 or 26.50 RCW.

18 NEW SECTION. **Sec. 19.** OTHER REMEDIES. Nothing in this chapter
19 shall preclude a petitioner's right to utilize other existing civil
20 remedies.

21 NEW SECTION. **Sec. 20.** JURISDICTION. (1) The district courts
22 shall have jurisdiction and cognizance of any civil actions and
23 proceedings brought under this chapter, except the district court shall
24 transfer such actions and proceedings to the superior court when it is
25 shown that the respondent to the petition is under eighteen years of
26 age.

27 (2) Superior courts shall have concurrent jurisdiction to receive
28 transfer of antiharassment petitions in cases where a district court
29 judge makes findings of fact and conclusions of law showing that
30 meritorious reasons exist for the transfer. The municipal and district
31 courts shall have jurisdiction and cognizance of any criminal actions
32 brought under RCW 10.14.120 and 10.14.170.

1 NEW SECTION. **Sec. 21.** WHERE ACTION MAY BE BROUGHT. For the
2 purposes of this chapter an action may be brought in:

3 (1) The judicial district of the county in which the alleged acts
4 of workplace harassment occurred;

5 (2) The judicial district of the county where any respondent
6 resides at the time the petition is filed; or

7 (3) The judicial district of the county where a respondent may be
8 served if it is the same county or judicial district where a respondent
9 resides.

10 NEW SECTION. **Sec. 22.** CRIMINAL PENALTY. Any respondent age
11 eighteen years or over who willfully disobeys any civil antiharassment
12 protection order issued pursuant to this chapter is guilty of a gross
13 misdemeanor.

14 NEW SECTION. **Sec. 23.** MODIFICATION OF ORDER. Upon application
15 with notice to all parties and after a hearing, the court may modify
16 the terms of an existing order under this chapter. In any situation
17 where an order is terminated or modified before its expiration date,
18 the clerk of the court shall forward on or before the next judicial day
19 a true copy of the modified order or the termination order to the
20 appropriate law enforcement agency specified in the modified order or
21 termination order. Upon receipt of the order, the law enforcement
22 agency shall promptly enter it in the law enforcement information
23 system.

24 NEW SECTION. **Sec. 24.** CONSTITUTIONAL RIGHTS. Nothing in this
25 chapter shall be construed to infringe upon any constitutionally
26 protected rights including, but not limited to, freedom of speech and
27 freedom of assembly.

28 **Sec. 25.** RCW 36.18.020 and 2000 c 9 s 1 are each amended to read
29 as follows:

30 (1) Revenue collected under this section is subject to division
31 with the state public safety and education account under RCW 36.18.025
32 and with the county or regional law library fund under RCW 27.24.070.

33 (2) Clerks of superior courts shall collect the following fees for
34 their official services:

1 (a) The party filing the first or initial paper in any civil
2 action, including, but not limited to an action for restitution,
3 adoption, or change of name, shall pay, at the time the paper is filed,
4 a fee of one hundred ten dollars except, in an unlawful detainer action
5 under chapter 59.18 or 59.20 RCW for which the plaintiff shall pay a
6 case initiating filing fee of thirty dollars, or in proceedings filed
7 under RCW 28A.225.030 alleging a violation of the compulsory attendance
8 laws where the petitioner shall not pay a filing fee. The thirty
9 dollar filing fee under this subsection for an unlawful detainer action
10 shall not include an order to show cause or any other order or judgment
11 except a default order or default judgment in an unlawful detainer
12 action.

13 (b) Any party, except a defendant in a criminal case, filing the
14 first or initial paper on an appeal from a court of limited
15 jurisdiction or any party on any civil appeal, shall pay, when the
16 paper is filed, a fee of one hundred ten dollars.

17 (c) For filing of a petition for judicial review as required under
18 RCW 34.05.514 a filing fee of one hundred ten dollars.

19 (d) For filing of a petition for unlawful harassment under RCW
20 10.14.040 or for workplace harassment under section 5 of this act a
21 filing fee of forty-one dollars.

22 (e) For filing the notice of debt due for the compensation of a
23 crime victim under RCW 7.68.120(2)(a) a fee of one hundred ten dollars.

24 (f) In probate proceedings, the party instituting such proceedings,
25 shall pay at the time of filing the first paper therein, a fee of one
26 hundred ten dollars.

27 (g) For filing any petition to contest a will admitted to probate
28 or a petition to admit a will which has been rejected, or a petition
29 objecting to a written agreement or memorandum as provided in RCW
30 11.96A.220, there shall be paid a fee of one hundred ten dollars.

31 (h) Upon conviction or plea of guilty, upon failure to prosecute an
32 appeal from a court of limited jurisdiction as provided by law, or upon
33 affirmance of a conviction by a court of limited jurisdiction, a
34 defendant in a criminal case shall be liable for a fee of one hundred
35 ten dollars.

36 (i) With the exception of demands for jury hereafter made and
37 garnishments hereafter issued, civil actions and probate proceedings
38 filed prior to midnight, July 1, 1972, shall be completed and governed

1 by the fee schedule in effect as of January 1, 1972: PROVIDED, That no
2 fee shall be assessed if an order of dismissal on the clerk's record be
3 filed as provided by rule of the supreme court.

4 (3) No fee shall be collected when a petition for relinquishment of
5 parental rights is filed pursuant to RCW 26.33.080 or for forms and
6 instructional brochures provided under RCW 26.50.030.

7 NEW SECTION. **Sec. 26.** EMPLOYER'S DUTIES NOT MODIFIED. Nothing in
8 this chapter shall be construed to expand, diminish, alter, or modify
9 the duty of an employer to provide a safe workplace for its employees
10 and other persons.

11 NEW SECTION. **Sec. 27.** NOTICE. When the employer has knowledge
12 that a specific person or persons are the target of workplace
13 harassment, the employer shall make a good faith effort to provide
14 notice to the person or persons that the employer intends to petition
15 the court for a petition for relief from workplace harassment.

16 NEW SECTION. **Sec. 28.** EMPLOYER IMMUNITY. An employer is immune
17 from civil liability for seeking or failing to seek a petition for
18 relief under this chapter unless the employer is seeking a petition for
19 relief primarily to accomplish a purpose for which the petition was not
20 designed. An action or statement by an employer under this chapter
21 shall not be deemed an admission by the employer of any fact. An
22 action or statement by an employer under this chapter may be used for
23 impeachment purposes.

24 NEW SECTION. **Sec. 29.** CAPTIONS NOT LAW. Captions used in this
25 chapter are not part of the law.

26 NEW SECTION. **Sec. 30.** Sections 1 through 24 and 26 through 29 of
27 this act constitute a new chapter in Title 10 RCW.

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