
HOUSE BILL 1947

State of Washington 65th Legislature 2017 Regular Session

By Representatives Koster and Shea

Read first time 02/03/17. Referred to Committee on Judiciary.

1 AN ACT Relating to employers making gifts based on marital
2 status; and amending RCW 49.60.180.

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

4 **Sec. 1.** RCW 49.60.180 and 2007 c 187 s 9 are each amended to
5 read as follows:

6 It is an unfair practice for any employer:

7 (1) To refuse to hire any person because of age, sex, marital
8 status, sexual orientation, race, creed, color, national origin,
9 honorably discharged veteran or military status, or the presence of
10 any sensory, mental, or physical disability or the use of a trained
11 dog guide or service animal by a person with a disability, unless
12 based upon a bona fide occupational qualification: PROVIDED, That the
13 prohibition against discrimination because of such disability shall
14 not apply if the particular disability prevents the proper
15 performance of the particular worker involved: PROVIDED, That this
16 section shall not be construed to require an employer to establish
17 employment goals or quotas based on sexual orientation.

18 (2) To discharge or bar any person from employment because of
19 age, sex, marital status, sexual orientation, race, creed, color,
20 national origin, honorably discharged veteran or military status, or
21 the presence of any sensory, mental, or physical disability or the

1 use of a trained dog guide or service animal by a person with a
2 disability.

3 (3) To discriminate against any person in compensation or in
4 other terms or conditions of employment because of age, sex, marital
5 status, sexual orientation, race, creed, color, national origin,
6 honorably discharged veteran or military status, or the presence of
7 any sensory, mental, or physical disability or the use of a trained
8 dog guide or service animal by a person with a disability: PROVIDED,
9 That it shall not be an unfair practice for an employer to segregate
10 washrooms or locker facilities on the basis of sex, or to base other
11 terms and conditions of employment on the sex of employees where the
12 commission by regulation or ruling in a particular instance has found
13 the employment practice to be appropriate for the practical
14 realization of equality of opportunity between the sexes. However, it
15 is not an unfair practice for an employer to provide gifts to
16 employees based on marital status, as long as no individual employee
17 receives a gift valued at more than one thousand dollars in any one
18 calendar year.

19 (4) To print, or circulate, or cause to be printed or circulated
20 any statement, advertisement, or publication, or to use any form of
21 application for employment, or to make any inquiry in connection with
22 prospective employment, which expresses any limitation,
23 specification, or discrimination as to age, sex, marital status,
24 sexual orientation, race, creed, color, national origin, honorably
25 discharged veteran or military status, or the presence of any
26 sensory, mental, or physical disability or the use of a trained dog
27 guide or service animal by a person with a disability, or any intent
28 to make any such limitation, specification, or discrimination, unless
29 based upon a bona fide occupational qualification: PROVIDED, Nothing
30 contained (~~herein shall~~) in this subsection prohibits advertising
31 in a foreign language.

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