
SENATE BILL 6471

State of Washington

65th Legislature

2018 Regular Session

By Senators Keiser, Walsh, Rolfes, Dhingra, Bailey, Darneille, Hasegawa, Frockt, Conway, Chase, Kuderer, and Saldaña

Read first time 01/18/18. Referred to Committee on Labor & Commerce.

1 AN ACT Relating to developing model policies to create workplaces
2 that are safe from sexual harassment; adding a new section to chapter
3 49.60 RCW; and creating a new section.

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

5 NEW SECTION. **Sec. 1.** The legislature finds that the equal
6 employment opportunity commission estimates that twenty-five to
7 eighty-five percent of working women have experienced sexual
8 harassment on the job. Organizational tolerance of sexual harassment
9 has a detrimental influence in workplaces by creating a hostile
10 environment for women, reducing productivity, and increasing legal
11 liability. It is the legislature's intent to encourage employers to
12 adopt and actively implement policies to ensure their workplaces are
13 safe for women workers to report concerns about sexual harassment
14 without fear of retaliation, loss of status, or loss of promotional
15 opportunities.

16 NEW SECTION. **Sec. 2.** A new section is added to chapter 49.60
17 RCW to read as follows:

18 (1) The commission must convene a stakeholder work group to
19 develop model policies and best practices for employers and employees
20 to keep workplaces safe from sexual harassment.

1 (2) To the extent practicable, the following groups should be
2 represented in the work group:

3 (a) Representatives from the business community;

4 (b) Human resource professionals;

5 (c) Representatives from groups advocating for survivors of
6 sexual harassment;

7 (d) Representatives of labor organizations; and

8 (e) Subject matter experts as deemed necessary by the commission.

9 (3) In developing best practices, the work group may consider:

10 (a) How workplace leaders can signal commitment to stopping
11 sexual harassment;

12 (b) How to create and protect anonymous reporting channels to
13 allow employees to raise concerns about workplace misconduct and to
14 share ideas with leadership without worrying about being identified;

15 (c) How to ensure human resource departments are accountable for
16 enforcing sexual harassment policies, aiding victims of sexual
17 harassment, and encouraging victims to speak up;

18 (d) How to protect against retaliation for complainants and
19 observers;

20 (e) Providing the opportunity for employees to establish affinity
21 groups as a mechanism for sharing concerns about discrimination and
22 harassment and to provide mentoring opportunities for employees;

23 (f) The use of exit surveys to identify the reason employees
24 leave the workplace and to enhance working conditions to promote
25 retention and an inclusive environment;

26 (g) The use of employee engagement surveys that contain questions
27 regarding sexual harassment prevention;

28 (h) Using new employee orientations to emphasize inclusion and
29 sexual harassment prevention;

30 (i) Evaluating executives, managers, and supervisors on their
31 specific efforts to support an inclusive workplace and prevent sexual
32 harassment;

33 (j) Requiring training for all employees in a classroom
34 environment; and

35 (k) How to create an internal communication plan for
36 communicating a commitment to inclusion and sexual harassment
37 prevention.

38 (4)(a) By January 1, 2019, the commission must adopt model
39 policies and best practices developed by the work group for employers
40 and employees to keep workplaces safe from sexual harassment and post

1 the model policies and best practices prominently on its web site for
2 the public to access.

3 (b) Within thirty days of the commission adopting model policies
4 and best practices, the department of labor and industries must post
5 the model policies and best practices prominently on its web site for
6 the public to access.

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