

SENATE BILL REPORT

SB 5914

As of February 20, 2019

Title: An act relating to providing equity and fairness in the faculties of the institutions of higher education.

Brief Description: Concerning faculty at institutions of higher education.

Sponsors: Senator Ericksen.

Brief History:

Committee Activity: Higher Education & Workforce Development: 2/21/19.

Brief Summary of Bill

- Enacts the Higher Education Equity Act.
- Establishes faculty hiring and interview requirements for higher education institutions.
- Specifies required disclosures in faculty job postings.

SENATE COMMITTEE ON HIGHER EDUCATION & WORKFORCE DEVELOPMENT

Staff: Alicia Kinne-Clawson (786-7407)

Background: Unfair practices of employers. Washington law makes it an unfair practice for any employer to refuse to hire any person because of age, sex, marital status, sexual orientation, race, creed, color, national origin, honorably discharged 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. The prohibition against discrimination because of such a disability shall not apply if the particular disability prevents the proper performance of the particular worker involved. This shall not be construed to require an employer to establish employment goals or quotas based on sexual orientation.

It is an unfair practice to discharge or bar any person from employment because of age, sex, marital status, sexual orientation, race, creed, color, national origin, honorably discharged

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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.

It is an unfair practice to 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, honorably discharged 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. It is not an unfair practice for an employer to segregate washrooms or locker facilities on the basis of sex, or to base other terms and conditions of employment on the sex of employees where the commission by regulation or ruling in a particular instance has found the employment practice to be appropriate for the practical realization of equality of opportunity between the sexes.

Summary of Bill: Higher education institutions must ensure a minimum of 25 percent of all faculty ascribe to conservative political and moral principles. To ensure compliance with this requirement, higher education institutions must:

- survey faculty candidates;
- post a prescribed statement of ideological diversity in any faculty job posting; and
- ensure the last round of candidates for any faculty position includes at least one conservative candidate.

Appropriation: None.

Fiscal Note: Not requested.

Creates Committee/Commission/Task Force that includes Legislative members: No.

Effective Date: Ninety days after adjournment of session in which bill is passed.