

FINAL BILL REPORT

SB 6034

C 145 L 20
Synopsis as Enacted

Brief Description: Extending the time allowed to file a complaint with the human rights commission for a claim related to pregnancy discrimination.

Sponsors: Senators Keiser, Conway, Wellman, Dhingra, Stanford, Saldaña, Pedersen, Darneille, Frockt, Hunt, Kuderer, Lovelett, Nguyen, Randall, Cleveland and Wilson, C.

Senate Committee on Labor & Commerce
House Committee on Civil Rights & Judiciary

Background: Washington's Law Against Discrimination (WLAD) establishes that it is a civil right to be free from discrimination because of a certain protected status, such as race, national origin, sex, veteran or military status, sexual orientation, and disability. WLAD applies to employers who employ eight or more persons, but does not apply to nonprofit religious or sectarian organizations.

While pregnancy itself is not considered a disability, the discrimination prohibitions may apply to a pregnancy-related medical condition that results in a temporary disability. Additionally, as it applies to sex discrimination, an employer may not refuse to hire, demote, or impose different conditions of employment on a person because they are pregnant.

The Human Rights Commission (HRC) is responsible, in part, for administering and enforcing WLAD. Any person who is aggrieved by an alleged unfair practice may file a complaint with HRC within six months of the alleged act of discrimination. Complaints relating to certain real estate transactions must be filed within one year, and complaints relating to alleged whistleblower retaliation must be filed within two years.

Summary: Complaints alleging pregnancy discrimination must be filed with the HRC within one year of the alleged unfair practice, instead of within six months.

Votes on Final Passage:

Senate	38	9
House	95	1

Effective: June 11, 2020

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.