
SUBSTITUTE SENATE BILL 6169

State of Washington

66th Legislature

2020 Regular Session

By Senate Labor & Commerce (originally sponsored by Senators Keiser, Conway, Hunt, Kuderer, Nguyen, and Wilson, C.)

READ FIRST TIME 01/21/20.

1 AN ACT Relating to training on the prevention of harassment,
2 discrimination, and retaliation; and adding a new section to chapter
3 49.60 RCW.

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

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 49.60
6 RCW to read as follows:

7 (1) By July 1, 2021, the department must create a voluntary
8 registration to qualify professional trainers and peer trainers on
9 the prevention of harassment, discrimination, and retaliation,
10 including harassment based on gender, gender expression, and sexual
11 orientation. The voluntary registration is for trainers providing
12 trainings in person, not online.

13 (2) In qualifying trainers, the department must consider whether
14 the trainer has significant experience explaining:

15 (a) Federal and state discrimination and sexual harassment law
16 and definitions;

17 (b) What constitutes sexual harassment using practical examples
18 specific to an industry and work environment, and providing examples
19 showing how sexual harassment can take place between members of the
20 same and different genders, including harassment on the basis of
21 gender, gender expression, or sexual orientation;

1 (c) A harassed person's rights and remedies, including the legal
2 complaint process under state and federal law;

3 (d) How retaliation against a person who makes a complaint of
4 harassment or a survivor of harassment is illegal; and

5 (e) Prevention methods of harassment and discrimination at a
6 workplace, including supervisor best practices.

7 (3) The department's considerations for the qualification for the
8 voluntary registration of peer trainers shall be generally consistent
9 with the criteria set forth in subsection (2) of this section. Peer
10 trainers are employees trained to train their peer employees and
11 competent in the language or languages understood by their peers. At
12 a minimum, peer trainers must also have all the following
13 qualifications to be voluntarily registered:

14 (a) Completion of a minimum of a cumulative eight hours of sexual
15 violence advocate training that includes survivor-centered and
16 trauma-informed principles and techniques, and interactive teaching
17 strategies that engage across multiple literacy levels; and

18 (b) Possession of one year of nonsupervisory work experience in
19 the same industry as the peer workers they will train.

20 (4) The director may adopt and enforce rules to carry out this
21 section. The department must consult with the office of financial
22 management, human resources division, in developing these rules.

23 (5) For purposes of this section:

24 (a) "Department" means the department of labor and industries.

25 (b) "Director" means the director of the department of labor and
26 industries.

27 (c) "Employer" has the same meaning as and shall be interpreted
28 consistent with how that term is defined in RCW 49.17.020.

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