
HOUSE BILL 1035

State of Washington

69th Legislature

2025 Regular Session

By Representatives Ortiz-Self, Reed, Timmons, Fosse, Simmons, Peterson, Pollet, Nance, and Scott

Prefiled 12/11/24. Read first time 01/13/25. Referred to Committee on Postsecondary Education & Workforce.

1 AN ACT Relating to policies and resources to address secondary
2 traumatic stress in the higher education workforce; adding new
3 sections to chapter 28B.50 RCW; and adding new sections to chapter
4 28B.35 RCW.

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

6 NEW SECTION. **Sec. 1.** A new section is added to chapter 28B.50
7 RCW to read as follows:

8 (1) The college board shall develop or revise, and periodically
9 update, a model policy and procedure to prevent and address secondary
10 traumatic stress in the workforce.

11 (2) The model policy and procedure must include the following
12 elements:

13 (a) A commitment to support mental health in the workplace;

14 (b) Promotion of a positive workplace climate with a focus on
15 diversity and inclusion;

16 (c) Establishment of a campus-wide workforce mental health
17 committee with the following functions:

18 (i) Share secondary traumatic stress, stress management, and
19 other mental health resources and supports available through the
20 college board, and the public employees' benefits board;

1 (ii) Share links to a secondary traumatic stress self-assessment
2 tool and any associated resources; and

3 (iii) Report to the board of trustees and the college board at
4 least once per year with a summary of committee activities;

5 (d) Regular assessment of campus-wide implementation of the
6 policy and procedure that includes input from the workforce; and

7 (e) Provision of appropriate resources and training to trustees,
8 administrators, and staff for continuous improvement.

9 (3) The model policy and procedure developed under this section
10 must be posted publicly on the college board website by September 1,
11 2025. Updates to the model policy and procedure must be posted
12 publicly within a reasonable time of development.

13 (4) By the beginning of the 2025-26 academic year, each district
14 shall adopt, or amend if necessary, policies and procedures that, at
15 a minimum, incorporate all the elements described in subsection (2)
16 of this section. Districts shall periodically review their policies
17 and procedures for consistency with updated versions of the model
18 policy and procedure.

19 NEW SECTION. **Sec. 2.** A new section is added to chapter 28B.50
20 RCW to read as follows:

21 The college board and each community and technical college shall
22 publish on their websites links to resources, self-assessments, and
23 best practices for faculty, staff, and trustees to prevent and
24 address secondary traumatic stress in the workforce. The college
25 board shall collaborate with the public employees' benefits board and
26 the council of presidents to implement this section.

27 NEW SECTION. **Sec. 3.** A new section is added to chapter 28B.35
28 RCW to read as follows:

29 (1) The regional universities shall develop or revise, and
30 periodically update, a model policy and procedure to prevent and
31 address secondary traumatic stress in the workforce.

32 (2) The model policy and procedure must include the following
33 elements:

34 (a) A commitment to support mental health in the workplace;

35 (b) Promotion of a positive workplace climate with a focus on
36 diversity and inclusion;

37 (c) Establishment of a campus-wide workforce mental health
38 committee with the following functions:

1 (i) Share secondary traumatic stress, stress management, and
2 other mental health resources and supports available through the
3 public employees' benefits board;

4 (ii) Share links to a secondary traumatic stress self-assessment
5 tool and any associated resources; and

6 (iii) Report to each board of trustees and regional universities
7 at least once per year with a summary of committee activities;

8 (d) Regular assessment of campus-wide implementation of the
9 policy and procedure that includes input from the workforce; and

10 (e) Provision of appropriate resources and training to trustees,
11 administrators, and staff for continuous improvement.

12 (3) The model policy and procedure developed under this section
13 must be posted publicly on the regional universities websites by
14 September 1, 2025. Updates to the model policy and procedure must be
15 posted publicly within a reasonable time of development.

16 (4) By the beginning of the 2025-26 academic year, each regional
17 university shall adopt, or amend if necessary, policies and
18 procedures that, at a minimum, incorporate all the elements described
19 in subsection (2) of this section. Regional universities shall
20 periodically review their policies and procedures for consistency
21 with updated versions of the model policy and procedure.

22 NEW SECTION. **Sec. 4.** A new section is added to chapter 28B.35
23 RCW to read as follows:

24 The regional universities shall publish on their websites links
25 to resources, self-assessments, and best practices for faculty,
26 staff, and trustees to prevent and address secondary traumatic stress
27 in the workforce. The regional universities shall collaborate with
28 the public employees' benefits board and the council of presidents to
29 implement this section.

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