

Established in 1949 by the Washington State Legislature, the Washington State Human Rights Commission is responsible for administering and enforcing the Washington Law Against Discrimination (WLAD), Chapter 49.60 of the Revised Code of Washington (RCW).



#### **Legislative Statement of Purpose**

“This Chapter shall be known as the law against discrimination. It is an exercise of the police power of the state for the protection of the public welfare, health, and peace of the people of this state, and in fulfillment of the provisions of the Constitution of this state concerning civil rights. The legislature hereby finds and declares that practices of discrimination against any of its inhabitants because of...[protected class]... are a matter of state concern, that such discrimination threatens not only the rights and proper privileges of its inhabitants but menaces the institutions and foundation of a free democratic state.”

**RCW 49.60.010**

#### **Discriminatory practices on the basis of protected class are illegal in the areas of:**

- Employment
- Housing & Real Estate
- Places of Public Accommodation
- Credit & Insurance

#### **Protected Classes include:**

- Race/Color (including hairstyle)
- National Origin
- Citizenship/Immigration Status
- Creed
- Sex/Pregnancy
- Sexual Orientation/Gender Identity
- Veteran/Military Status
- The presence of any sensory, mental, or physical actual Disability or perceived Disability
- Use of a Service Animal
- HIV or Hepatitis
- Marital Status (except in public accommodation)
- Breastfeeding (in public accommodation)
- Age (40+, employment only)
- Families with Children (housing only)
- State Employee Whistleblower.
- Healthcare Employee Whistleblower Retaliation.

It is also **illegal to retaliate** against any individual who files or participates in a discrimination complaint.

#### **Fair Application of the Law**

The Washington State Human Rights Commission (WSHRC) is a neutral, fact-finding agency; it does not act as an advocate for any party during an investigation, but advocates for the law in the interest of preventing and eliminating discrimination.



#### **Complaint Process**

Everyone has an obligation to comply with the law and a right to seek redress when harm occurs. Complaints alleging violations of RCW 49.60 must be filed within six (6) months of the date of harm; pregnancy discrimination which must be filed within one (1) year; in housing, complaints must be filed within one year; and in Whistleblower complaints, within two (2) years. Complaints may be resolved during an investigation subject to agreement between the parties and the WSHRC. To obtain additional information about the complaint process, visit our website or contact one of our offices to speak to an Intake Investigator. **Please let us know if you need an interpreter or reasonable accommodation.**

### **Education and Outreach**

Proactive education and training is a powerful tool in preventing and eliminating discrimination. Knowing the law facilitates compliance and exercise of individual rights. Everyone benefits from a clear understanding of rights and responsibilities under the law. The Washington State Human Rights Commission may provide speakers who conduct educational forums, direct and specialized training, and provides publications, and brochures on the law against discrimination.

For more information, or to inquire about arranging for a guest speaker, please contact the Headquarters Office.



### **Technical Assistance**

The Washington State Human Rights Commission also provides technical assistance to government agencies, employers, businesses, human resource professionals, attorneys and the public.

If you have questions about the Washington Law Against Discrimination or related matters, please contact the Headquarters Office.

## **Washington State Human Rights**

### **Commission Locations**

#### **HEADQUARTERS**

711 S. Capitol Way, Suite 402  
PO Box 42490  
Olympia, Washington 98504-2490  
360-753-6770

#### **SPOKANE**

Rock Pointe Plaza III  
1330 N. Washington Street, Ste 2460  
Spokane, Washington 99201

#### **YAKIMA**

1205 Ahtanum Ridge Dr., Suite C  
Union Gap, WA 98903

#### **WENATCHEE**

519 Grant Rd  
East Wenatchee, WA 98802

If you need additional information, have additional questions, or wish to have training for your organization, please contact the WSHRC at 360-753-6770 or 1-800-233-3247  
TTY: 360-586-2585

Additional information on this and other civil rights issues can be found on our website at

[www.hum.wa.gov](http://www.hum.wa.gov)



# **WASHINGTON STATE HUMAN RIGHTS COMMISSION**



*The Mission of the Washington State Human Rights Commission is to prevent and eliminate discrimination through the fair application of the law, the efficient use of resources, and the establishment of productive partnerships in the community.*