

**RCW 43.01.135 Sexual harassment in the workplace.** Agencies as defined in RCW 41.06.020, except for institutions of higher education, shall:

- (1) Update or develop and disseminate among all agency employees and contractors a policy that:
  - (a) Defines and prohibits sexual harassment in the workplace;
  - (b) Includes procedures that describe how the agency will address concerns of employees who are affected by sexual harassment in the workplace;
  - (c) Identifies appropriate sanctions and disciplinary actions;and
- (d) Complies with guidelines adopted by the director of personnel under RCW 41.06.395;
- (2) Respond promptly and effectively to sexual harassment concerns;
- (3) Conduct training and education for all employees in order to prevent and eliminate sexual harassment in the organization;
- (4) Inform employees of their right to file a complaint with the Washington state human rights commission under chapter 49.60 RCW, or with the federal equal employment opportunity commission under Title VII of the civil rights act of 1964; and
- (5) Report to the department of enterprise services on compliance with this section.

The cost of the training programs shall be borne by state agencies within existing resources. [2011 1st sp.s. c 43 s 450; 2007 c 76 s 2.]

**Effective date—Purpose—2011 1st sp.s. c 43:** See notes following RCW 43.19.003.