

**WAC 357-26-055 What actions must an employer take to provide safety accommodations?** (1) An employer must provide an applicant, or employee who is a victim of domestic violence or an employee whose family member, as defined in chapter 357-01 WAC, is a victim of domestic violence, sexual assault or stalking, a reasonable safety accommodation, which includes, but is not limited to the following:

- (a) A transfer or reassignment;
- (b) Modified schedule;
- (c) Changed work telephone number, work email address and/or workstation;
- (d) Installed lock;
- (e) Implemented safety procedure; or
- (f) Any other adjustment to a job structure, workplace facility, or work requirement in response to actual or threatened domestic violence, sexual assault or stalking.

(2) Leave taken in accordance with chapter 357-31 WAC may be considered a reasonable safety accommodation.

(3) The employer may deny a reasonable safety accommodation based on an undue hardship, which means an action requiring significant difficulty or expense.

[Statutory Authority: Chapter 41.06 RCW, RCW 43.10.005 and 49.76.040. WSR 19-05-056, § 357-26-055, filed 2/15/19, effective 3/29/19.]