



Revised Code of Washington (RCW) Chapter 49.60 is known as the Washington Law Against Discrimination. RCW 49.60.040(29) protects against discrimination based on the following:

- **Heterosexuality**, which is an attraction to people of the opposite sex, gender or gender identity.
- **Homosexuality**, which is an attraction to people of the same sex, gender or gender identity.
- **Bisexuality**, which is an attraction to more than one sex, gender or gender identity.
- **Gender Identity** is a person's internal sense of their gender whether or not that internal sense is different from that traditionally associated with the sex assigned to that person at birth.
- **Gender Expression** is how a person might convey their gender to others through behavior and appearance, whether or not that behavior or appearance is different from that traditionally associated with the sex assigned to that person at birth.

Illegal discrimination based on sexual orientation or gender identity includes:

- Refusal to Hire
- Firing you or forcing you to quit or retire
- Harassment
- Refusal to use appropriate name or pronoun
- Unequal terms, conditions or privileges of employment
- Refusal to allow entrance to a place of public accommodation
- Unequal terms in credit or lending
- Refusal to sell, show, or rent in housing and real estate transactions



### FAIR APPLICATION OF THE LAW

The Washington State Human Rights Commission 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.



### 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.



*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.*



### FILING A COMPLAINT

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, with the exception of pregnancy discrimination cases, which must be filed within one (1) year; in housing one (1) 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.

The WSHRC has **no jurisdiction** over employers with fewer than 8 employees, Native American tribes, the federal government, or claims outside of Washington State.

### 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  
1-800-233-3247

#### 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

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



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**Sexual Orientation &  
Gender Identity  
Discrimination is  
Prohibited under  
Washington State Law**

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The Washington State Human Rights Commission (WSHRC) works to prevent and eliminate discrimination through complaint investigation, alternative dispute resolution, and education, training and outreach activities.