

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.

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 law enforcement 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 months of the date of harm; pregnancy cases must be filed within one year; in housing, complaints must be filed within one year; and in Whistleblower complaints, within two 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 with an intake officer. **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 trainings, 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
P.O. 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 800-233-3247. Additional information on this and other civil rights issues can be found on our website at

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.