

Workgroups

From: Lindstrand, Laura (HUM)
Sent: Friday, May 18, 2012 3:55 PM
To: Whitman, Janice (HUM)
Subject: thank you
Attachments: Workgroup flyer.pub

Here is the email list:

glue@u.washington.edu; llrc@lrc.net; rc@lrc.net; contactus@pflag-olympia.org; seapflag@drizzle.com; marta.idowu@seattle.gov; kudd22@hotmail.com; info@rainbowentr.org; patrick.connor@nfib.org; info@thelgbtcenter.org; website@nwfairhouse.org; info@outspokane.org; pride@ewu.edu; lgbt@gonzaga.edu; glbta.aswsu@wsu.edu; hstanton@wsu.edu; odyssey@odysseyyouth.org; program_dir@vistayouthcenter.org; oliverfamily10@msn.com; contact@southsoundgender.com; harmony@plu.edu; sole@uw.edu; qcenter@u.washington.edu; mjensen@wasa-oly.org; lindaf@awsp.org; mail@wssda.org; tckelly2@comcast.net; equity@k12.wa.us; info@wfse.org; maria.williams@teamsters117.org; RRegan@WashingtonEA.org; info@ufcw21.org; rjohnson@wslc.org; eryl@wpea.org; mrc@seiu775.org; TimSeth@juno.com; members@awb.org; wpas@wpas-rights.org; julie.nelson@seattle.gov; hrhs@cityoftacoma.org; Bailey.delongh@metrokc.gov; WA_Webmanager@hud.gov; matthew@capitalcitypride.net; info@seattlepride.org; johnny@outspokane.org; info@outintacoma.com/; lgbt@microsoft.com; applicantaccommodation@starbucks.com; morsel@lanepowell.com

Here is what I want to say in the body of the email:

Hello,
The Human Rights Commission is pleased to announce its workgroup sessions on rulemaking in the area of sexual orientation. Please see the attached flyer, and consider attending the workgroup closest to you. For those of you who wish to attend in Seattle, as soon as we find a location, we will send out that additional information. Feel free to post and distribute the flyer to anyone you think is interested. We hope you can attend.

Please send any questions to me. If you need a reasonable accommodation at the meeting, you can contact me as well.

Laura Lindstrand

Policy Analyst

Washington State Human Rights Commission

PO Box 42490

711 S. Capitol Way, Ste. 402

Olympia, WA 98504

The flyer is attached. I was unable to open it to add anything, and that was the problem. The words "Location TBA" should be added to the Seattle information, down near the bottom.

(360) 359-4923

llindstrand@hum.wa.gov



The Washington State Human Rights Commission Presents: Sexual Orientation and Gender Identity Rulemaking Workgroups

RCW 49.60, the Washington Law Against Discrimination, includes sexual orientation and gender identity as a class that is protected from discrimination in the areas of employment, housing, public accommodation, credit and insurance. Come with ideas about what you would like to see in the implementing regulations.

Kennewick
401 North Young St.
May 23, 2012
1—4 PM

Olympia
526 Pattison Street SE
June 6, 2012
1:30—4:30 PM

Spokane
1330 N. Washington
Street, Suite. 2460
June 6, 2012 1—4 PM

Seattle
June 20, 2012
1—4 PM

For information or to request reasonable accommodation for a disability, contact Laura Lindstrand at (360) 359-4923 or llindstrand@hum.wa.gov

From: Ortiz, Sharon (HUM)
Sent: Monday, May 21, 2012 11:16 AM
To: Chan, Justin (CAPAA)
Subject: RE: events
Attachments: pasco forum 4.16.12.doc

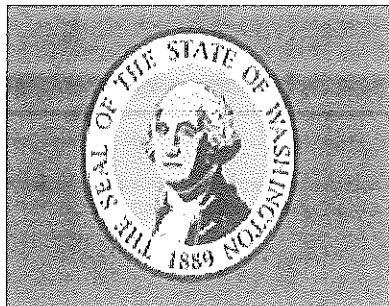
Here is the info about the forum. We are also holding rule making May 23 in Kennewick, June 6 in Spokane and Olympia and June 20 in Seattle. The rules are for sexual orientation and gender identity.

From: Chan, Justin (CAPAA)
Sent: Sunday, May 20, 2012 9:38 PM
To: Ortiz, Sharon (HUM)
Subject: events

Hi Sharon,

Kendee mentioned about some events you guys are having. Can you provide me details on the forum on your housing, employment and public accommodation in May and the next statewide board meeting in June?
Thank you.

Justin Chan
Executive Assistant
APAA



The Washington State Human Rights Commission

Public Hearing/Community Listening Session

Thursday – May 24, 2012 6-9 PM

Columbia Basin Community College

Library Building- Room L102

2600 North 20th Avenue

Pasco, WA 99301

What is the Washington State Human Rights Commission (WSHRC)?

The WSHRC is the state agency which enforces Washington laws against discrimination, with jurisdiction in employment, housing, places of public accommodation, insurance, credit and state whistleblowers. The Commission consists of five persons appointed by the Governor.

The purpose of the meeting is to understand the jurisdiction of the WSHRC and hear from the community regarding issues of discrimination in the Tri-Cities area.

Spanish and ASL interpreters will be provided; for accommodation for a disability please contact: lskinner@hum.wa.gov

Visit us on the web at www.hum.wa.gov

From: Lindstrand, Laura (HUM)
Sent: Monday, May 21, 2012 2:13 PM
To: Skinner, Laura (HUM)
Cc: Lindstrand, Laura (HUM)
Subject: Washington State Human Rights Commission Sexual Orientation Rulemaking - resent
Attachments: Workgroup flyer.pub

Laura,

THANKS so much. The flyer is attached - it just needs to be changed to add the Seattle workgroup address in the Seattle spot - feel free to change the size of the typeface if necessary. The language below should be in the body of the email. The list below is the email list that the email should be sent to. Attach the updated flyer and it is good to go. Thanks. I thought I had all of this done on Friday, but when I checked my email today, the email was still sitting in my draft box, and I just can't seem to get the email to work. The flyer is the same one you can make copies of to take on Wednesday.

Hello,
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Please send any questions to me. If you need a reasonable accommodation at the meeting, you can contact me as well.

Laura Lindstrand

Policy Analyst

Washington State Human Rights Commission

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Olympia, WA 98504

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glue@u.washington.edu; llrc@lrc.net; rc@lrc.net; contactus@pflag-olympia.org; seapflag@drizzle.com;
marta.idowu@seattle.gov; kudd22@hotmail.com; info@rainbowcntr.org; patrick.connor@nfib.org;
info@thelgbtcenter.org; website@nwfairhouse.org; info@outspokane.org; pride@ewu.edu; lgbt@gonzaga.edu;
glbta.aswsu@wsu.edu; hstanton@wsu.edu; odyssey@odysseyyouth.org; program_dir@vistayouthcenter.org;
oliverfamily10@msn.com; contact@southsoundgender.com; harmony@plu.edu; sole@uw.edu;
qcenter@u.washington.edu; mjensen@wasa-oly.org; lindaf@awsp.org; mail@wssda.org;
tkelly2@comcast.net; equity@k12.wa.us; info@wfse.org; maria.williams@teamsters117.org;
RRegan@WashingtonEA.org; info@ufcw21.org; rjohnson@wslc.org; eryn@wpea.org; mrc@seiu775.org;
TimSeth@juno.com; members@awb.org; wpas@wpas-rights.org; julie.nelson@seattle.gov;
hrhs@cityoftacoma.org; Bailey.delongh@metrokc.gov; WA_Webmanager@hud.gov;
matthew@capitalcitypride.net; info@seattlepride.org; johnny@outspokane.org; info@outintacoma.com/;
gibt@microsoft.com; applicantaccommodation@starbucks.com; morsel@lanepowell.com



The Washington State Human Rights Commission Presents: Sexual Orientation and Gender Identity Rulemaking Workgroups

RCW 49.60, the Washington Law Against Discrimination, includes sexual orientation and gender identity as a class that is protected from discrimination in the areas of employment, housing, public accommodation, credit and insurance. Come with ideas about what you would like to see in the implementing regulations.

Kennewick

401 North Young St.

May 23, 2012

1—4 PM

Olympia

526 Pattison Street SE

June 6, 2012

1:30—4:30 PM

Spokane

1330 N. Washington

Street, Suite. 2460

June 6, 2012 1—4 PM

Seattle

June 20, 2012

1—4 PM

For information or to request reasonable accommodation for a disability, contact Laura Lindstrand at (360) 359-4923 or llindstrand@hum.wa.gov

From: Ortiz, Sharon (HUM)
Sent: Monday, May 21, 2012 2:29 PM
To: Murinko, Shawn; Charlene Strong
Subject: location for Kennewick rule making

United Way of Benton and Franklin Counties

401 N Young Street

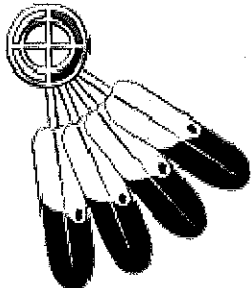
Kennewick, WA 99336

509.783.4102 tel

509.735.7005 fax

www.unitedway-bfco.com

Sharon Ortiz, Executive Director
Washington State Human Rights Commission
711 S. Capital Way Suite 402
Olympia, WA 98504-2490
60-753-2558



This e-mail and related attachments and any response may be subject to public disclosure under state law.

From: Young, Lucinda [WA] [LYoung@washingtonea.org]
Sent: Monday, May 21, 2012 6:26 PM
To: Lindstrand, Laura (HUM)
Subject: Rulemaking

Hi Laura,

Could you please send me the information and flyer on the sexual orientation rule making? Rod Regan was the WEA contact you originally sent it to and he will be unavailable for a bit.

Thanks much!

Lucinda Young
WEA Chief Lobbyist
360-951-2725

From: Mark Lee [marklee@gmail.com]
ent: Tuesday, May 22, 2012 10:15 AM
To: Alonso Ponce; Amanda McLean; Andy Miller; Annie Lane; April Prior; Cheryl Garvey; Christy (Challender) Rasmussen; Curt Freed; Dave Bond; Deidre Holmberg; Dusti Thurman; Ellicia Mertens Elliott; Everett Maroon; Heather Hill; Jill Mullins; Jim Busey; Karin Conner; Keri Lobdell; Kim Keltch; Kristi Haynes; Maria Stephens; Martin Valadez; Melissa Lantz; Michael John Lee; Sandra Hill; Scott Child; Ortiz, Sharon (HUM); Steve Perez; Tracy Diaz; Zach Garland; hoser416@yahoo.com; j_m_martinez75@yahoo.com; ron.williamson@ksd.org; scorpio6871@hotmail.com
Subject: Reminder: WA State Human Rights Commission - Rule Making meeting TOMORROW 1-3p at United Way

All,

You are invited!!

WA State Human Rights Commission is coming to the Tri-Cities to have a discussion around Sexual Orientation and Gender Identity.

This to will a Rulemaking Workgroup.

Where: United Way: 401 North Young Street Kennewick, WA 99336

When: 1-3p May 23rd

Why: Discussion of Rules to be implemented around Sexual Orientation and Gender Identity laws.

-
Thanks,
Mark Lee
c: 971-344-6121

From: Skinner, Laura (HUM)
Sent: Tuesday, May 22, 2012 11:41 AM
To: glue@u.washington.edu; llrc@lrc.net; rc@lrc.net; contactus@pflag-olympia.org; seapflag@drizzle.com; marta.idowu@seattle.gov; kudd22@hotmail.com; info@rainbowcntr.org; patrick.connor@nfib.org; info@thelgbtcenter.org; website@nwfairhouse.org; info@outspokane.org; pride@ewu.edu; lgbt@gonzaga.edu; glbta.aswsu@wsu.edu; hstanton@wsu.edu; odyssey@odysseyyouth.org; program_dir@vistayouthcenter.org; oliverfamily10@msn.com; contact@southsoundgender.com; harmony@plu.edu; sole@uw.edu; qcenter@u.washington.edu; mjensen@wasa-oly.org; lindaf@awsp.org; Mail (WSSDA); tkelly2@comcast.net; equity@k12.wa.us; info@wfse.org; maria.williams@teamsters117.org; RRegan@WashingtonEA.org; info@ufcw21.org; rjohnson@wslc.org; eryl@wpea.org; mrc@seiu775.org; TimSeth@juno.com; members@awb.org; wpas@wpas-rights.org; julie.nelson@seattle.gov; hrhs@cityoftacoma.org; Bailey.delongh@metrokc.gov; WA_Webmanager@hud.gov; matthew@capitalcitypride.net; info@seattlepride.org; johnny@outspokane.org; info@outintacoma.com/; glbt@microsoft.com; applicantaccommodation@starbucks.com; morsel@lanepowell.com
Cc: Lindstrand, Laura (HUM); Ortiz, Sharon (HUM); Strong, Charlene (HUM); Murinko, Shawn (HUM); Deborah Lee; Hunt, Steve (HUM)
Subject: Washington State Human Rights Commission Sexual Orientation and Gender Identity Rulemaking
Attachments: Workgroup Flyer.pdf

Hello.

The Human Rights Commission is pleased to announce its workgroup sessions on rulemaking in the area of sexual orientation and gender identity. Please see the attached flyer, and consider attending the workgroup closest to you. Feel free to post and distribute the flyer to anyone you think is interested. We hope you can attend. Please send any questions to me. If you need a reasonable accommodation at the meeting, you can contact me as well.

Laura Lindstrand
Policy Analyst
Washington State Human Rights Commission
711 South Capitol Way, Suite 402
Olympia, WA 98504-2490
Phone: (360) 359-4923
llindstrand@hum.wa.gov

This e-mail and related attachments and any response may be subject to public disclosure under state law.



The Washington State Human Rights Commission Presents: Sexual Orientation and Gender Identity Rulemaking Workgroups

RCW 49.60, the Washington Law Against Discrimination, includes sexual orientation and gender identity as a class that is protected from discrimination in the areas of employment, housing, public accommodation, credit and insurance. Come with ideas about what you would like to see in the implementing regulations.

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1330 N. Washington Street,
Suite. 2460
June 6, 2012 1—4 PM

Seattle Center—Fidalgo Rm.
NW Rooms at Seattle Cntr
1st Ave. North & Republic
June 20, 2012 1—4 PM

For information or to request reasonable accommodation for a disability, contact
Laura Lindstrand at (360) 359-4923 or llindstrand@hum.wa.gov

Subject: ----- FW: Updated Invitation: WA State Human Rights Commission - Sexual Orientation and... @
Wed May 23 1pm - 3pm (sortiz@hum.wa.gov)
Location: United Way: 401 North Young Street Kennewick, WA 99336
Start: Wed 5/23/2012 1:00 PM
End: Wed 5/23/2012 3:00 PM
Show Time As: Tentative
Recurrence: (none)
Meeting Status: Not yet responded
Organizer: marknlee@gmail.com

-----Original Appointment-----

From: marknlee@gmail.com [mailto:marknlee@gmail.com]

Sent: Friday, April 13, 2012 10:20 AM

To: marknlee@gmail.com; cchallender@psd1.org; Mark Lee; sortiz@hum.wa.gov; dusti.thurman@gmail.com; jnullins00@gmail.com; andy_miller@co.benton.wa.us; mlee@columbiabasin.edu; mvaladez@columbiabasin.edu; steve.perez@rsd.edu; shill@psd1.org; dave.bond@ksd.org; jim.busey@rsd.edu; al_ponce428@yahoo.com; ellicia.mertens@gmail.com; kristi@yspp.org; amanda1mclean@gmail.com; keltchk@pasco-wa.gov; deidre.holmberg@thedeltahighschool.com; karinconnersw@gmail.com; cfreed@columbiabasin.edu; scott-child@ci.kennewick.wa.us; peaceout@rocketmail.com; zachary.garland@email.wsu.edu; heatherh@bfhd.wa.gov; n.williamson@ksd.org; melissab@bfhd.wa.gov; Keri Lobdell; cheryl.garvey@ksd.org; scorpio6871@hotmail.com; nks626@hotmail.com; evmaroon@hotmail.com; ev.maroon@gmail.com; deannalane2009@gmail.com; hoser416@yahoo.com

Subject: Updated Invitation: WA State Human Rights Commission - Sexual Orientation and... @ Wed May 23 1pm - 3pm (sortiz@hum.wa.gov)

When: Wednesday, May 23, 2012 1:00 PM-3:00 PM (UTC-08:00) Pacific Time (US & Canada).

Where: United Way: 401 North Young Street Kennewick, WA 99336

This event has been changed.

[more details »](#)

WA State Human Rights Commission - Sexual Orientation and Gender Identity Rule Making Workgroup

Changed: WA State Human Rights Commission is coming to the Tri-Cities to have a discussion around Sexual Orientation and Gender Identity. This will be a Rulemaking Workgroup. Are you interested in giving input?

Sharon Ortiz
Charleen Strong
Shawn M
Policy person

get up to 20 folks

Confirmed:

Trinn Gailey

Mark Lee

Christy Rasmussen

Martin Valadez

Andy Miller

Melissa Lantz

Keri Lobdell (depends)

When

Wed May 23 1pm – 3pm Pacific Time

Where

United Way: 401 North Young Street Kennewick, WA 99336 ([map](#))

Calendar

sortiz@hum.wa.gov

Who

- marklee@gmail.com - organizer
- cchallender@psd1.org
- sortiz@hum.wa.gov
- dusti.thurman@gmail.com
- jmullins00@gmail.com
- andy_miller@co.benton.wa.us
- mlee@columbiabasin.edu
- mvaladez@columbiabasin.edu
- steve.perez@rsd.edu
- shill@psd1.org
- dave.bond@ksd.org
- jim.busey@rsd.edu
- al_ponce428@yahoo.com
- ellicia.mertens@gmail.com
- kristi@yspp.org
- amanda1mclean@gmail.com
- keltchk@pasco-wa.gov
- deidre.holmberg@thedeltahighschool.com
- karinconnermsw@gmail.com
- cfreed@columbiabasin.edu
- scott-child@ci.kennewick.wa.us
- peaceout@rocketmail.com
- zachary.garland@email.wsu.edu
- heatherh@bfhd.wa.gov
- ron.williamson@ksd.org
- melissab@bfhd.wa.gov
- Keri Lobdell
- cheryl.garvey@ksd.org
- scorpio6871@hotmail.com
- mks626@hotmail.com
- evmaroon@hotmail.com
- ev.maroon@gmail.com

- deannalane2009@gmail.com
- hoser416@yahoo.com

Doing? **Yes** - **Maybe** - **No** [more options »](#)

Invitation from [Google Calendar](#)

You are receiving this courtesy email at the account sortiz@hum.wa.gov because you are an attendee of this event.

To stop receiving future notifications for this event, decline this event. Alternatively you can sign up for a Google account at <https://www.google.com/calendar/> and control your notification settings for your entire calendar.



invite.ics

From: Lindstrand, Laura (HUM)
Sent: Thursday, May 24, 2012 4:42 PM
To: karenew@clear.net; shellycohen1@yahoo.com; colbrese@waaa.com
Subject: sexual orientation rulemaking
Attachments: Workgroup Flyer.pdf

Hello,
The Human Rights Commission is pleased to announce its workgroup sessions on rulemaking in the area of sexual orientation. Please see the attached flyer, and consider attending the workgroup closest to you. Feel free to post and distribute the flyer to anyone you think is interested. We hope you can attend.
Please send any questions to me. If you need a reasonable accommodation at the meeting, you can contact me as well.

Laura Lindstrand
Policy Analyst
Washington State Human Rights Commission
711 S. Capitol Way, Ste. 402, PO Box 42490
Olympia, WA 98504
(360) 359-4923
(800) 233-3247

This e-mail and related attachments and any response may be subject to public disclosure under state law.

From: Lindstrand, Laura (HUM)
Sent: Thursday, May 24, 2012 4:45 PM
To: Alvarez, Ramon (HUM)
Attachments: rules group contacts.docx

Ramon,

Attached is a list of groups I have invited to the rulemaking workgroups statewide. If you can come up with others, let me know, and I will send out another email invitation.

Laura Lindstrand
Policy Analyst
Washington State Human Rights Commission
711 S. Capitol Way, Ste. 402, PO Box 42490
Olympia, WA 98504
(360) 359-4923
(800) 233-3247

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Gay and Lesbian University Employees - UW

- E-mail -- glue@u.washington.edu
- URL --<http://www.scn.org/glue/>

Lesbian resource Center

Location: 227 S. Orcas St. Seattle, WA 98108	Phones: 206.322-DYKE(3953) 206.322.0586 FAX lrc@lrc.net
---	--

PFLAG Olympia

PFLAG Olympia PO Box 12732 Olympia, WA 98508-2732	Email: <u>Contact us</u>	contactus@pflag-olympia.org
	General information	info@pflag-olympia.org
	Chapter president	president@pflag-olympia.org
	Chapter treasurer	treasurer@pflag-olympia.org
	Website	webmaster@pflag-olympia.org
Phone:	Do you need to talk to someone from PFLAG-Olympia on the phone? See this page for numbers.	Newsletter newsletter@pflag-olympia.org

Seattle PFLAG

1122 E. Pike, PMB 620
Seattle, WA 98122-3934
Helpline: 206-325-7724
seapflag@drizzle.com

Seattle LGBT Commission

Write to us at:

810 Third Avenue, Suite 750
Seattle, WA 98104-1627

Average response time is 7-14 days marta.idowu@seattle.gov

Harvey Muggy Stonewall Democrats

- Email Chair Ken Kadlec at kudd22@hotmail.com
- Check back at this website
- Write to 1122 E. Pike St. #1196, Seattle WA 98122
- Call our voice message line, 206/903-9613

**Rainbow Center Tacoma - 741 ST. HELENS AVE. TACOMA, WA 98402 | (253) 383-2318 | FAX
(253) 383-2978 | INFO@RAINBOWCNTR.ORG**

NFIB/Washington
626 Columbia ST NW
Suite 1-B
Olympia, WA 98501
(360) 786-8675 office
(360) 943-2456 fax
patrick.connor@nfib.org

Inland Northwest LGBT Center
PO Box 986 - Spokane, WA 99210
1522 N Washington Ste 102 - Spokane, WA 99201
Tel: 509-489-1914 **directors, please email us at info@thelgbtcenter.org**

Northwest Fair Housing Alliance
35 W Main Ave #250 - Spokane, WA 99201-0116
Tel: 509-325-2665 website@nwfairhouse.org

OutSpokane
P.O. Box 883 - Spokane, WA 99201
Tel: 509-720-7609 info@outspokane.org

EWU Pride Center
105 Showalter Hall - Cheney, WA 99004
Tel: 509-359-7870 pride@ewu.edu

Gonzaga University GLBT Resource Center
Unity Multicultural Education Center - 709 E. Desmet - Spokane, WA 99258
Tel: 509-313-5847 lgbt@gonzaga.edu

Washington State University GLBTA
PO Box 647204 - CUB401 - Pullman, WA 99164
Tel: 509-335-4311 glbta.aswsu@wsu.edu

Washington State University Gender Identity
Expression And Sexual Orientation Resource Center
PO Box 647204 - Pullman, WA 99163-7204
Tel: 509-335-6388 hstanton@wsu.edu

Odyssey Youth Center
1121 S Perry St. - Spokane, WA 99202
Tel: 509-325-3637 odyssey@odysseyyouth.org

Vista Youth Center
2625 W Bruneau Place Suite E - Kennewick, WA 99336
Tel: 509-396-5198 program_dir@vistayouthcenter.org

Inland NW Transgender Support & Social Group
1522 N. Washington, Suite 102 - Spokane, WA 99201
Tel: 509-489-1914

PFLAG Spokane
112 S Perry St. - Spokane, WA 99202
Tel: 509-325-3637 oliverfamily10@msn.com

Safe Schools Coalition
Public Health - Seattle @ King County - MS: NTH-PH-0100
10501 Meridian Ave. N. - Seattle, WA 98133
Tel: 206-632-0662 ext. 49 - Help Line: 1-877-SAFE-SAFE



The Rainbow Center
741 St. Helens Street
Tacoma, Washington
253-383-2318 contact@southsoundgender.com

Pacific Lutheran University
harmony@plu.edu.

Students Organizing For LGBTQ Equality (SOLE) UW

Times: TBD
Place: Q Center
Contact: sole@uw.edu

University of Washington Q Center

email – gcenter@u.washington.edu
phone – 206.897.1430

WA Assoc of School Administrators

mjensen@wasa-oly.org

Assoc. of Wa School principals

lindaf@awsp.org

WA state school Directors Assoc

mail@wssda.org

Wa School counselor assoc

tckelly2@comcast.net

OSPI – equity and civil rights

equity@k12.wa.us

WFSE

info@wfse.org

Teamsters

maria.williams@teamsters117.org

WEA

RRegan@WashingtonEA.org

UFCW

info@ufcw21.org

WSLC

rjohnson@wslc.org

WPEA

eryn@wpea.org

SEIU

mrc@seiu775.org

Wash Landlord assoc

TimSeth@juno.com

Assoc of Wa Businesses

members@awb.org

Disability Rights WA

wpas@wpas-rights.org

Seattle office of Civil Rights

julie.nelson@seattle.gov

Tacoma Human Rights Commission

hrhs@cityoftacoma.org

King County Office of Civil Rights

Civil-Rights.OCR@kingcounty.gov

HUD

WA_Webmanager@hud.gov

From: Alvarez, Ramon (HUM)
Sent: Friday, May 25, 2012 3:53 PM
To: marley@nwfairhouse.org; Shannon Bedard; flyncyh10@comcast.net; Carla@odysseyyouth.org; Ian@odysseyyouth.org; info@thelgbtcenter.org; matthew@thelgbtcenter.org; info@greaterspokane.org; rhadley@greaterspokane.org; eldonna@spokanevalleychamber.org; bstuckart@SpokaneCity.org; howe@spokanecity.org; jallard@spokanecity.org; ksabestinas@spokanecity.org; mroloff@voaspokane.org; inlandnorthwest@lcsnw.org; megan.cuilla@ppgwni.org; amlit278@hotmail.com; marvoreg@gmail.com; inba@inbaspokane.org; spokanefilmfest@comcast.net; Williams, Sandra; Terrie Ashby-Scott; PRodkey@ewu.edu; support@spokanepflag.org; TennilleJ@spokaneschools.org; SallieC@spokaneschools.org; IvanB@spokaneschools.org; Cartagena, Wilma (HUM); O'Day, Heidi; Lewis, Gary (HUM); Pierce, Kimberly (HUM); Graman, Kevin (HUM); tlodge@nativeproject.org; info@community-minded.org; KathyT@community-minded.org; benc@community-minded.org; Kristina.Miller@hud.gov; fgandy@mlkspokane.org; lgbt@gonzaga.edu; hstanton@wsu.edu; Jones, Jim R; Jones, Jim R; Ashby-Scott, Terrie
Cc: Strobert, Cheryl (HUM); Ortiz, Sharon (HUM); charlenedstrong@gmail.com
Subject: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup
Attachments: Rulemaking Workgroup.pdf

PLEASE DISTRIBUTE FAR AND WIDE. (Please RSVP for planning purposes.)

WASHINGTON STATE HUMAN RIGHTS COMMISSION

SEXUAL ORIENTATION/GENDER IDENTITY RULEMAKING WORKGROUP

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Under this law, the Washington State Human Rights Commission must develop rules and guidelines to eliminate discrimination in employment, housing, credit and insurance transaction and the use of public accommodations based on sexual orientation. This may require updating, revising or amending the administrative codes (WAC 162) that deal with the WLAD.

The public is invited to come and provide input into the implementation of sexual orientation/gender identity as a protected class from discrimination under the WLAD.

Date: Wednesday, June 6, 2012

**Where: Rock Pointe Plaza Building III, Conference
Room A (3rd Floor)**

Time: 1:00PM to 4:00PM

For more information or to request reasonable accommodation for a disability, please contact Ramon Alvarez at (509) 568-3201 or via email at Ramon.Alvarez@hum.wa.gov.

This e-mail and related attachments and any response may be subject to public disclosure under state law.

From: Cartagena, Wilma (HUM)
ant: Tuesday, May 29, 2012 9:37 AM
To: maria.gaines; Mohr, James; Joni R Hubbard; Mike Gonzalez; 'montoyazamora@wsu.edu'; yvonnelm@asisna.com; 'martha.troncoso@molinahealthcare.com'; Olga Lucia Herrera; ventrjp@dshs.wa.gov; Henderson, Mareesa A; nwf@comcast.net
Subject: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup
Attachments: Rulemaking Workgroup.pdf

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Thank you, have a great week,

Wilma Cartagena
Civil Rights Investigator
509-568-3198

Cc: Strobert, Cheryl (HUM); Ortiz, Sharon (HUM); charlenedstrong@gmail.com
Subject: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup

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Washington State Human Rights Commission

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Time: 1:00PM to 4:00PM

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From: Cartagena, Wilma (HUM)
sent: Tuesday, May 29, 2012 9:39 AM
To: Vertrees, Paul (DSHS/DVR)
Subject: FW: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup
Attachments: Rulemaking Workgroup.pdf

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Wilma Cartagena
Civil Rights Investigator
709-568-3198

Cc: Strobert, Cheryl (HUM); Ortiz, Sharon (HUM); charlenedstrong@gmail.com
Subject: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup

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From: Montoya Zamora, Yvonne C. [montoyazamora@wsu.edu]
Sent: Tuesday, May 29, 2012 2:14 PM
To: Cartagena, Wilma (HUM)
Subject: RE: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup

Wilma,

I sent the flyer to our diversity committee members and many community members that get the diversity calendar. I also put it on the diversity calendar for June..

Yvonne

Yvonne C. Montoya Zamora, PHR
Human Resource Generalist
Human Resources Services
Washington State University Spokane
Academic Center Ste 145
Phone 509.358.7554 / Fax 509.358.7555
montoyazamora@wsu.edu
<http://spokane.wsu.edu/services/HR/>

Mailing Address:
O Box 1495
Spokane, WA 99210-1495
Shipping Address:
412 E Spokane Falls Blvd
Spokane, WA 99202

How wonderful it is that nobody need wait a single moment before starting to improve the world.

Anne Frank

From: Cartagena, Wilma (HUM) [mailto:wcartagena@hum.wa.gov]
Sent: Tuesday, May 29, 2012 9:37 AM
To: maria gaines; Mohr, James; Joni R Hubbard; Mike Gonzalez; Montoya Zamora, Yvonne C.; yvonnelm@asisna.com; 'martha.troncoso@molinahealthcare.com'; Olga Lucia Herrera; ventrjp@dshs.wa.gov; Henderson, Mareesa A; nwfh@comcast.net
Subject: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup

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509-568-3198

Cc: Strobert, Cheryl (HUM); Ortiz, Sharon (HUM); charlenedstrong@gmail.com
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From: Alvarez, Ramon (HUM)
Sent: Tuesday, May 29, 2012 3:09 PM
To: Ortiz, Sharon (HUM)
Subject: FW: WA State Human Rights Commission – Sexual Orientation/Gender Identity Rule Making Group

Yay! Our first RSVP on the rulemaking group for next week. From her title, she should have some great input.

J. Ramon Alvarez
Civil Rights Investigator
Washington State Human Rights Commission
Rock Pointe Plaza III
1330 N. Washington Street, Suite 2460
Spokane, WA 99201
Phone: (509) 568-3201
Fax: (509) 568-3197
Ramon.Alvarez@hum.wa.gov

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From: Kurtz, Elizabeth M [<mailto:elizabeth.kurtz@wsu.edu>]
Sent: Tuesday, May 29, 2012 2:20 PM
To: Alvarez, Ramon (HUM)
Subject: WA State Human Rights Commission – Sexual Orientation/Gender Identity Rule Making Group

Ramon,
Is it necessary to RSVP? If so, please count me in.
Thanks,
Elizabeth

ELIZABETH M. KURTZ | Faculty Support
Washington State University **College of Nursing**
P.O. Box 1495 Spokane, WA 99210-1495
509.324.7311 | Elizabeth.Kurtz@wsu.edu
Member, President's Commission on Gender Expression/Identity and Sexual Orientation

From: Alvarez, Ramon (HUM)
Sent: Wednesday, May 30, 2012 9:55 AM
To: Ortiz, Sharon (HUM)
Subject: FW: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup

FYI – someone from Human Resources at the Spokane Public Schools.

Thanks,

J. Ramon Alvarez
Civil Rights Investigator
Washington State Human Rights Commission
Rock Pointe Plaza III
1330 N. Washington Street, Suite 2460
Spokane, WA 99201
Phone: (509) 568-3201
Fax: (509) 568-3197
Ramon.Alvarez@hum.wa.gov

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From: Sallie Christensen [<mailto:SallieC@SpokaneSchools.org>]
Sent: Tuesday, May 29, 2012 3:25 PM
To: Alvarez, Ramon (HUM)
Subject: Re: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup

Hi Ramon,

I will be attending the workshop, and look forward to seeing you there,

Sallie J. Christensen
Human Resources Training
office: (509) 354-5953
fax (509) 354-5963
www.spokaneschools.org

>>> "Alvarez, Ramon (HUM)" <ralvarez@hum.wa.gov> 5/25/2012 3:52 PM >>>
PLEASE DISTRIBUTE FAR AND WIDE. (Please RSVP for planning purposes.)

WASHINGTON STATE HUMAN RIGHTS COMMISSION

**SEXUAL ORIENTATION/GENDER IDENTITY
RULEMAKING WORKGROUP**

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Time: 1:00PM to 4:00PM

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From: Vertrees, Paul (DSHS/DVR)
Sent: Wednesday, May 30, 2012 2:23 PM
To: Cartagena, Wilma (HUM)
Subject: RE: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup

Thank you for this information Wilma!
Paul

J Paul Vertrees, M.S., C.R.C.
Vocational Rehabilitation Supervisor
Department of Social and Health Services
Division of Vocational Rehabilitation
1313 N Atlantic, Suite 1000
Spokane, WA 99201
(509) 363-4776

From: Cartagena, Wilma (HUM)
Sent: Tuesday, May 29, 2012 9:39 AM
To: Vertrees, Paul (DSHS/DVR)
Subject: FW: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup

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Thank you, have a great week,

Wilma Cartagena
Civil Rights Investigator
509-568-3198

Cc: Strobert, Cheryl (HUM); Ortiz, Sharon (HUM); charlenedstrong@gmail.com
Subject: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup

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Time: 1:00PM to 4:00PM

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From: Alvarez, Ramon (HUM)
Sent: Wednesday, May 30, 2012 2:51 PM
To: lmoore@pjals.org
Subject: FW: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup
Attachments: Rulemaking Workgroup.pdf

Ms. Moore:

I'm forwarding the enclosed information to you because another community member identified you as a possible stakeholder who might have an interest in providing input at the rulemaking session described within. We would certainly appreciate any input you may have, either at the meeting or via email or correspondence. Should you have any questions, please do not hesitate to contact me.

Sincerely,

J. Ramon Alvarez
Civil Rights Investigator
Washington State Human Rights Commission
Rock Pointe Plaza III
1330 N. Washington Street, Suite 2460
Spokane, WA 99201
Phone: (509) 568-3201
Fax: (509) 568-3197
Ramon.Alvarez@hum.wa.gov

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From: Alvarez, Ramon (HUM)
Sent: Tuesday, May 29, 2012 9:16 AM
To: 'Kevin.Graman@hum.wa.gov'
Subject: FW: PUBLIC INVITATION: Sexual Orientation/Gender Identity Rulemaking Workgroup

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Time: 1:00PM to 4:00PM

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From: Lindstrand, Laura (HUM)
Sent: Tuesday, June 05, 2012 3:21 PM
To: Allard, Amanda (HUM); Armstrong, Andreta (HUM); Hamilton, David (HUM); Hirst, Dean (HUM); Moore, Becky (HUM); Ramsauer, Susan (HUM); Rios, Kenia (HUM); Strobert, Cheryl (HUM); Whitman, Janice (HUM)
Cc: Ortiz, Sharon (HUM)
Subject: rulemaking workgroup

Hi,

A reminder for any of you who intend to go to the workgroup tomorrow: this is an opportunity for members of the public to make comments and provide information and ideas, and an opportunity for you to observe the workgroup process. If you wish to make any type of public comment, there will be opportunity for you to do so on non-work time during the public comment period after the proposed rule is published (sometime later this summer or early fall). Thanks. If you have any questions about the process let me know.

Laura Lindstrand
Policy Analyst
Washington State Human Rights Commission
711 S. Capitol Way, Ste. 402, PO Box 42490
Olympia, WA 98504
(360) 359-4923
(800) 233-3247

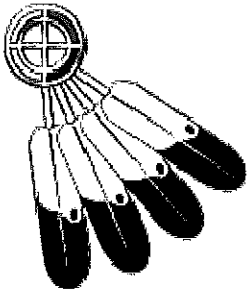
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From: Ortiz, Sharon (HUM)
Sent: Tuesday, June 05, 2012 3:28 PM
To: Jim Mohr
Subject: rule making sexual orientation/ gender identity

Hi Jim,

Were you contacted about our rule making group tomorrow at the Spokane Office? It is from 1-3. I wanted to make sure I personally invited you. Hope you can attend.

Sharon Ortiz, Executive Director
Washington State Human Rights Commission
711 S. Capital Way Suite 402
Olympia, WA 98504-2490
360-753-2558



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From: Lindstrand, Laura (HUM)
Sent: Thursday, June 21, 2012 9:44 AM
To: trusagg@q.com
Subject: RE: GLBT Rule-Making Workgroups

Thank you for your input. Restrooms and insurance were topics of conversation at the workgroup yesterday. I will be sure your comments are included in the record.

From: trusagg@q.com [trusagg@q.com]
Sent: Tuesday, June 19, 2012 11:07 PM
To: Lindstrand, Laura (HUM)
Subject: GLBT Rule-Making Workgroups

I am unable to attend the Seattle hearing in person on the 20th; however, having had a conversation with Charlene Strong, I wanted to offer some input into the conversation.

I would like to pose that more conversation take place about the inclusion of family and gender neutral restrooms in public facilities for our trans community if indeed we are providing non-discrimination in public accommodation particularly since this is an area where transgender and gender variant people face some of the greatest safety threats and risks for public displays of discrimination and humiliation (public accommodation).

I would also like to see the issue of insurance and healthcare disparities for lesbians (and women in general) and transgender people discussed (insurance). As well as the lack of adequate resources for aging and elderly glbt individuals and couples in terms of equal access to long-term care (insurance, public accommodation, housing, credit).

thank you for your consideration,

Marianne K. Ozmun
Shelton, Washington

Washington State Human Rights Commission

Sexual Orientation & Gender Identity Rulemaking Workgroup Minutes

Spokane, WA – June 6, 2012

1-4pm – 1330 N. Washington Street, Bldg III, Conference Room A-

WSHRC Members Present: Charlene Strong, Commissioner; Sharon Ortiz, Executive Director; Ramon Alvarez, Investigator

Community Members Present: (Sharon or Charlene took the sign in sheet with them.)

Sharon Ortiz & Charlene Strong began the meeting by introducing themselves and then everyone else introduced themselves. Charlene Strong then stated that:

Why we are meeting:

- Law was passed in 2006 including sexual orientation as a class protected from discrimination under RCW 49.60 the Washington Law Against Discrimination.
- We do not have regulations yet

Purposes of rules:

- To clarify the law
- To provide guidelines as to how the WSHRC will enforce the law
- To provide guidance as to how to comply with the law
- To provide people with a clearer understanding of their rights

Process:

- Today we are meeting in this workgroup to discuss what stakeholders think is important to address in the rules
- We will take the information you provide, combine it with our own expertise and experience in investigating these cases, and develop a rule
- The proposed rule will be published in the State Register
- There will be a public comment period, where anyone can comment via email, letter, fax, or in the public hearing, which will be held in Olympia on a date TBD; if you signed in today with your email address you will receive notice of the public comment period
- After the public comment period a final rule will be developed.

Ramon Alvarez then covered a small presentation that introduced to the audience members who WSHRS is briefly and focused on the fact that the Commission does not make new law, it only enforces RCW 49.60. Ramon Alvarez then covered the total number of cases that have been investigated under the different areas (Employment, Public Accommodation, Housing, Credit and Insurance) with the basis of “sexual orientation” since this protected class was added in June 2006 to June 2, 2012.

Charlene Strong then moved into the different topics where the community members were asked for input.

Ramon Alvarez and Charlene Strong used a PowerPoint presentation.

The community members provided input on the following topics:

1. Pre-Employment Inquiries

a. Community members present stated:

- i. Rules should be flexible such that an employer can ask about the level of comfort that a potential employee has to be able to work with diverse populations.
- ii. The questions an employer asks should be tied to specific job descriptions/tasks.
- iii. What if the job candidate self-identifies as lesbian, gay, bisexual, or transgender (LGBT)? Can the employer use that knowledge for hiring purposes?
- iv. The employer's non-discrimination statement should be clear; clarity serves to pre-educate the potential candidate and the selection committee.
- v. Questions such as are you married, do you have children and so on are already prohibited in other protected bases (such as gender) but could also be used to obtain whether the candidate is gay.
- vi. Community members expressed that thought will need to be given to how to address issues of gender non-conforming names, identification cards that do not match the chosen name of a transgender person and so on.
- vii. Employers should be clear about the differences in federal law and state law on this topic.

2. Medical Leave

a. Community members present stated:

- i. How does 'gender dysphoria' as a category in the Diagnostic and Statistical Manual (DSM) which is published by the American Psychiatric Association and which is used by clinicians and psychiatrists to diagnose psychiatric illnesses, affect the Washington State Law Against Discrimination and the employee's ability to request reasonable accommodation?
- ii. Community members indicated that other protected classes might be analogous to this category and staff should look at how these are already treated.
- iii. Comment made that gender identity is not the same thing as sexual orientation and that at some point, this should be clarified in the law.

3. Harassment/Hostile Work Environment

a. Community members present stated:

- i. Treat this section as other protected classes such as race.
- ii. Ensure that the "T" (transgender) is also covered in the updated WAC.

4. Dress and Grooming Standards

a. Community members present stated:

- i. Be aware of gender non-conforming dress which is probably already covered under gender discrimination.
 - ii. Dress should meet “professional” standards and then the employer should leave it alone.
- 5. Gender Segregated Facilities
 - a. Community members present stated:
 - i. The person who has a problem should be the one that uses the alternate bathroom, not the transgender person.
 - ii. There should be gender neutral bathrooms.
 - iii. There should be outreach on policymaking in public accommodation facilities.
 - iv. Members present indicated that there should be a poster on knowing your rights with all of the information related to the WLAD.
- 6. Credit and Insurance
 - a. Community members present stated:
 - i. Will the revised WAC refer to “gay” as LGBT?
 - ii. That in insurance there is coverage for hormone replacement therapy for heterosexual individuals but not for transgender people and this needs to be addressed.
 - iii. That there is an exclusion for medical benefits for hormones for transitioning transgender people in medical plans and this too needs to be addressed.

Meeting closed by Charlene Strong and Sharon Ortiz.

Washington State Human Rights Commission
 Sexual Orientation/Gender Identity Rulemaking Workgroup
 Spokane, WA - June 6, 2012

Name	Organization	Phone	E-mail
Heidi Stanton Schwesky	WSU GIESOLE	(509) 335-8841	hstanton@wsu.edu
Abigail Kuntz	WSU & IESO Spokane	509-324-7911	abigkuntz@wsu.edu
Suzanne Stone	Spokane AIDS Memorial	509-455-8953	SuzanneS@SAM-nw.org
Margaret Wint	Northwest Fair Housing	509-325-2665	margaret@nwfairhouse.org
Shannon Bedard	NWFHA	11	shannon@nwfairhouse.org
Sallye Anstensen	SPS	509-354-5453	Sallye@spokane.schs.k12.wa.gov
Christina Mifma	NWFHA	35 West Main Ave Spokane 99201	
Ariel Holcomb-Hoskins	Spokane AIDS Network	509-455-8993	arielh@sam-nw.org



Welcome to

The Washington State Human Rights Commission

Sexual Orientation/Gender Identity Rulemaking Workgroup

Wednesday, June 6, 2012 – Spokane, WA

Washington State Human Rights Commission
Agenda

- Brief Agency Introduction
- Sexual Orientation as a Protected Class
- **Topics for Discussion and Community Input**
- Wrap Up

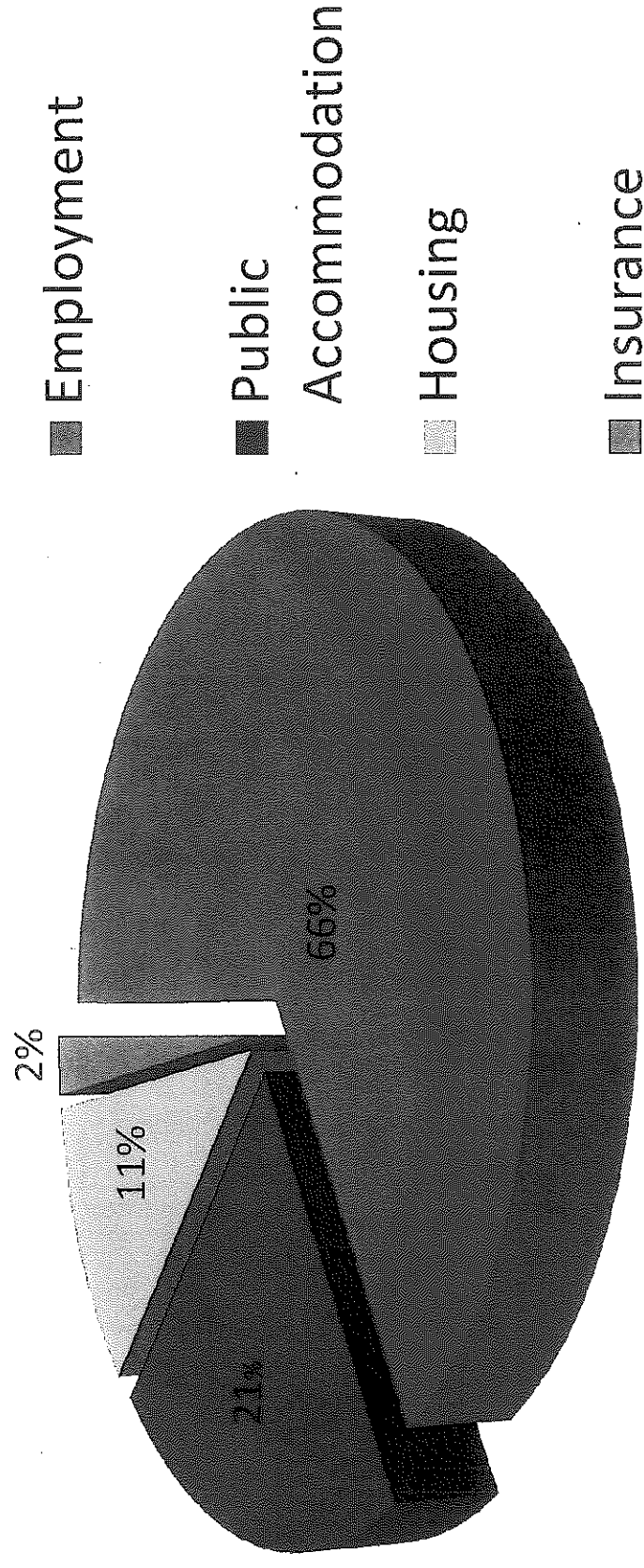
WSHRC Overview

- WSHRC Enforces RCW 49.60 – otherwise known as the Washington Law Against Discrimination or WLAD.
- WSHRC does not make new law; only enforces the law as passed by the State legislature and signed by the governor
- EEOC (for employment) and HUD (for housing) are our federal partners

Washington State Human Rights Commission
→ Sexual Orientation Added as Protected Class

- **On January 31, 2006, a bill was signed to amend the Washington State Law Against Discrimination (RCW 49.60) to prohibit discrimination based on sexual orientation.**
 - Sexual orientation is defined as "heterosexuality, homosexuality, bisexuality, and gender expression or identity."
 - Gender expression or identity means having or being perceived as having a gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the sex assigned to that person at birth.
- **Covered areas include employment, housing and real estate, places of public accommodation, and credit and insurance.**

Washington State Human Rights Commission
→ Sexual Orientation Protected Class Complaints for FY's 2006 – June 2, 2012



There have been a total of 268 complaints filed on the basis sexual orientation

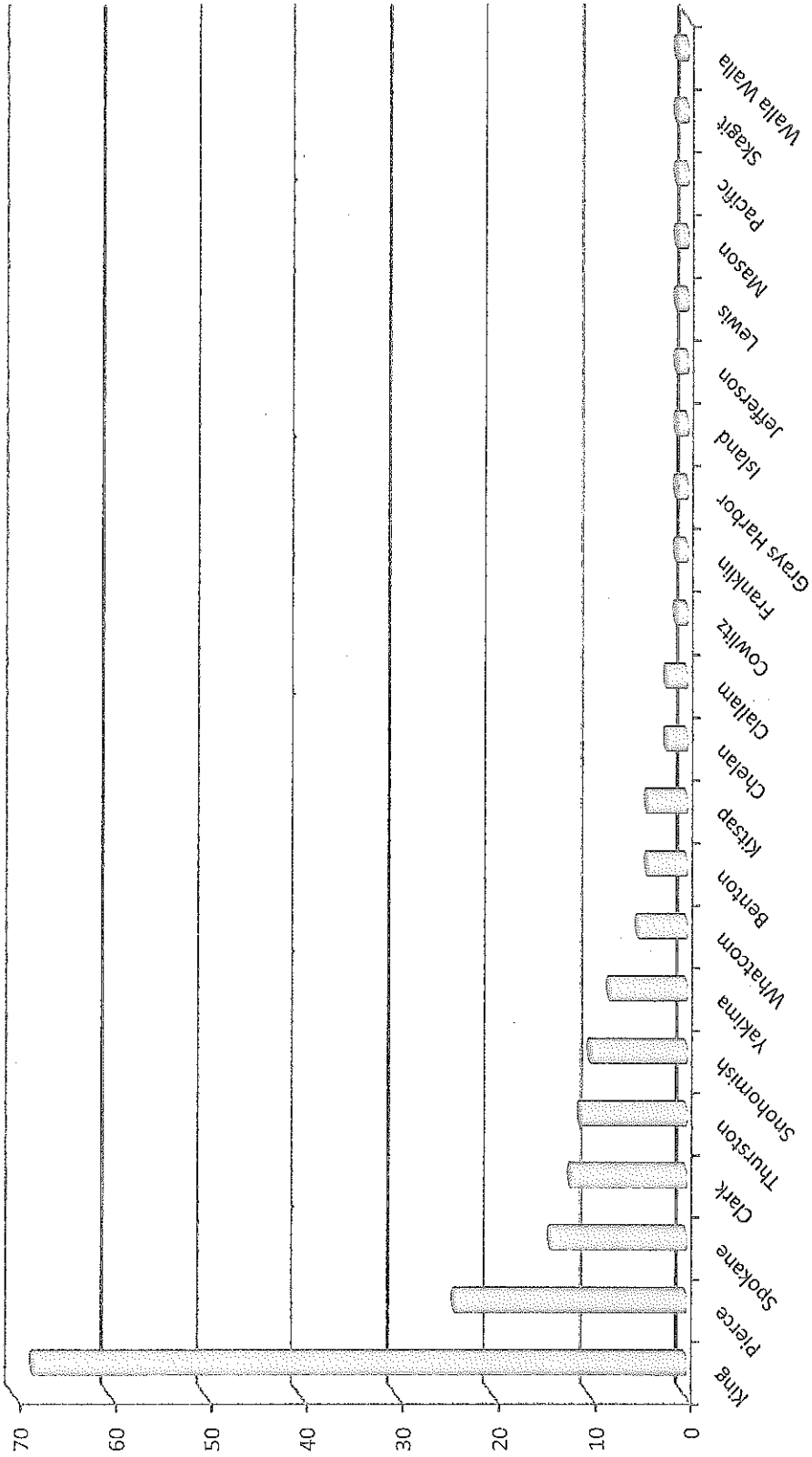
Washington State Human Rights Commission
→ Sexual Orientation Protected Class Actual Complaints by Area/Fiscal Year

Area	Fiscal Year						Grand Totals	%
	FY 2006-2007	FY 2007-2008	FY 2008-2009	FY 2009-2010	FY 2010-2011	FY 2011-2012		
Employment	35	25	23	15	45	33	176	66%
Public Accommodation	6	11	5	10	9	15	56	21%
Housing	6	5	7	1	6	5	30	11%
Insurance	2	2	1	0	1	0	6	2%
Total	49	43	36	26	61	53	268	100%

* Fiscal Year = July 1 to June 30

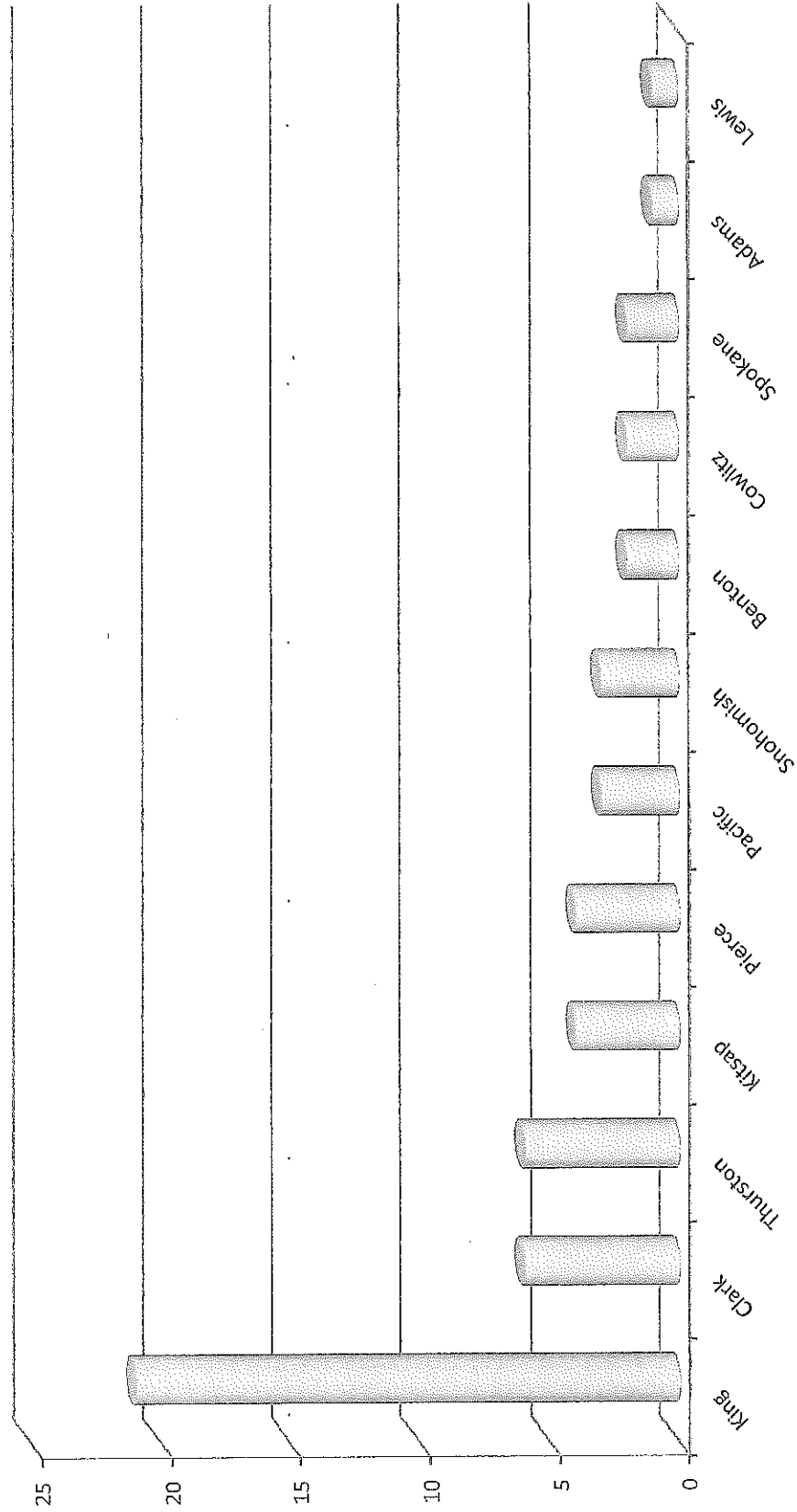
Washington State Human Rights Commission
→ Sexual Orientation Employment Complaints by County (June 2006 – June 2, 2012)

176 total employment complaints



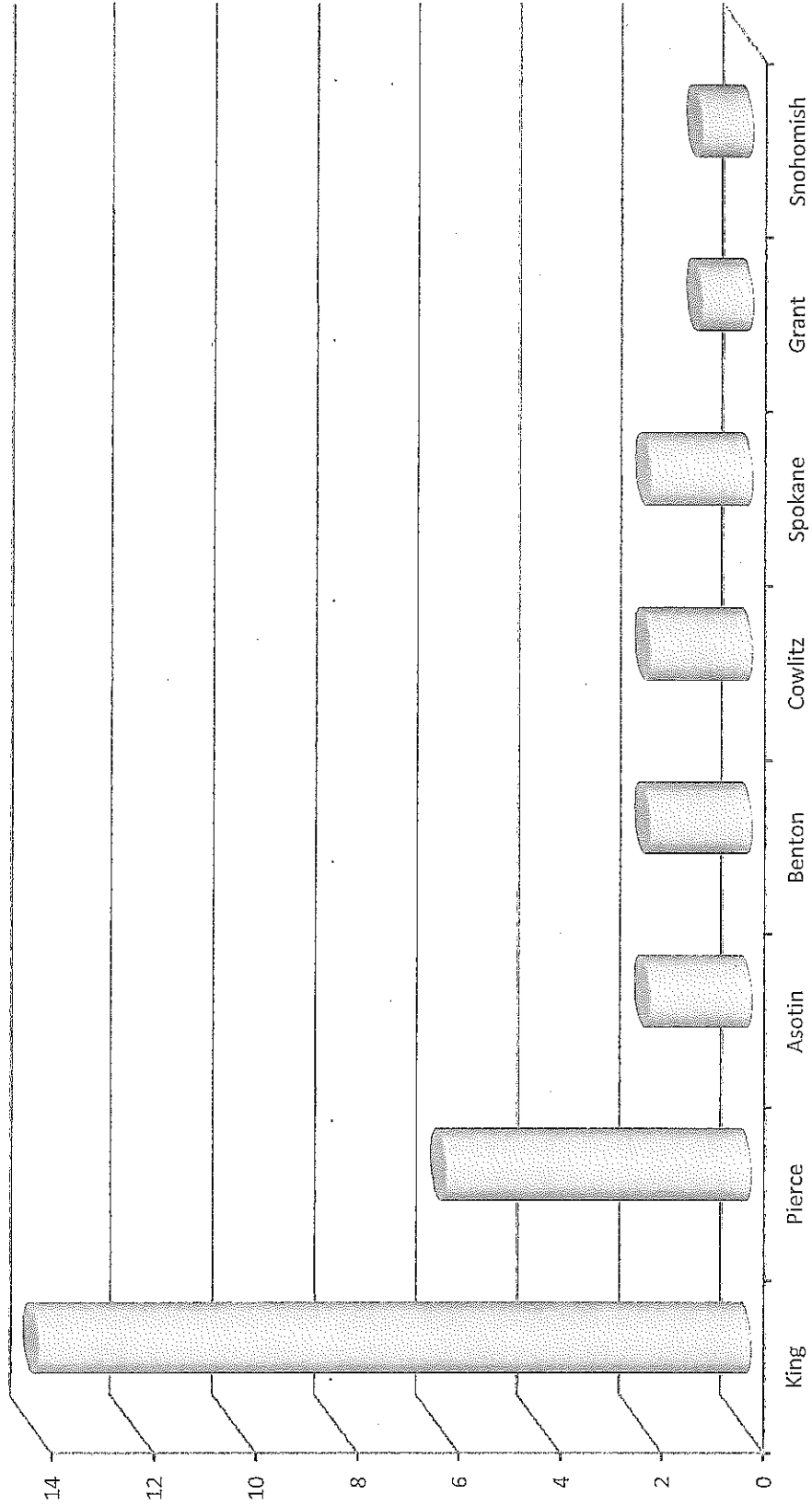
Washington State Human Rights Commission
→ Sexual Orientation Public Accommodation Complaints by County
 (June 2006 – June 2, 2012)

56 total public accommodation complaints



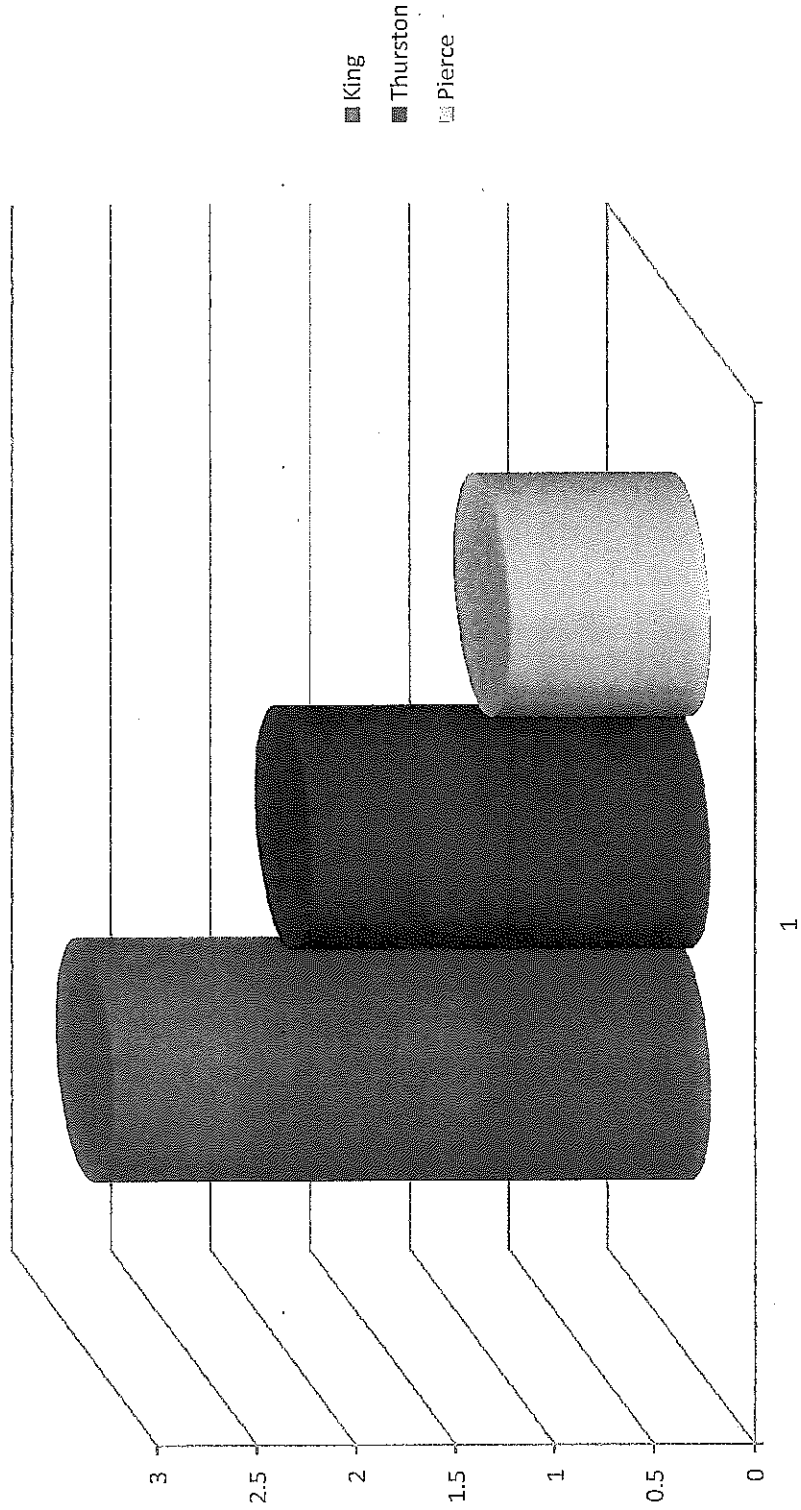
Washington State Human Rights Commission
→ Sexual Orientation Housing Complaints by County (June 2006 – June 2, 2012)

30 total housing complaints

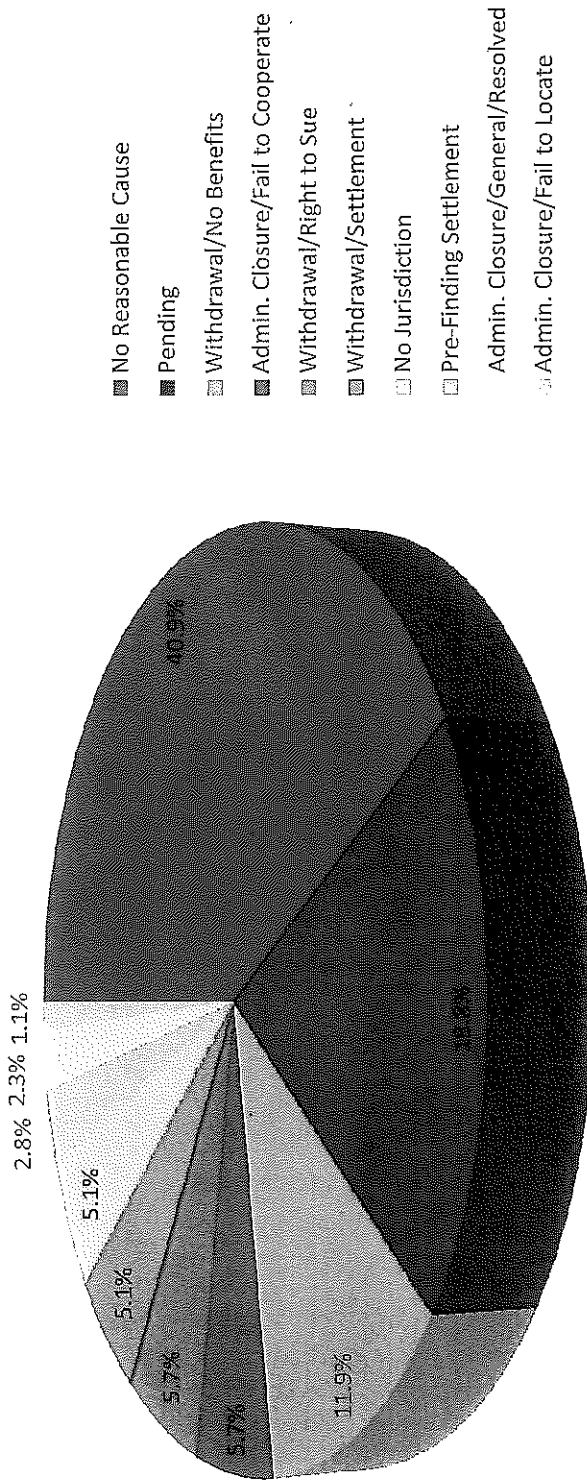


Washington State Human Rights Commission
→ Sexual Orientation Insurance Complaints by County (June 2006 – June 2, 2012)

A total of 6 insurance complaints



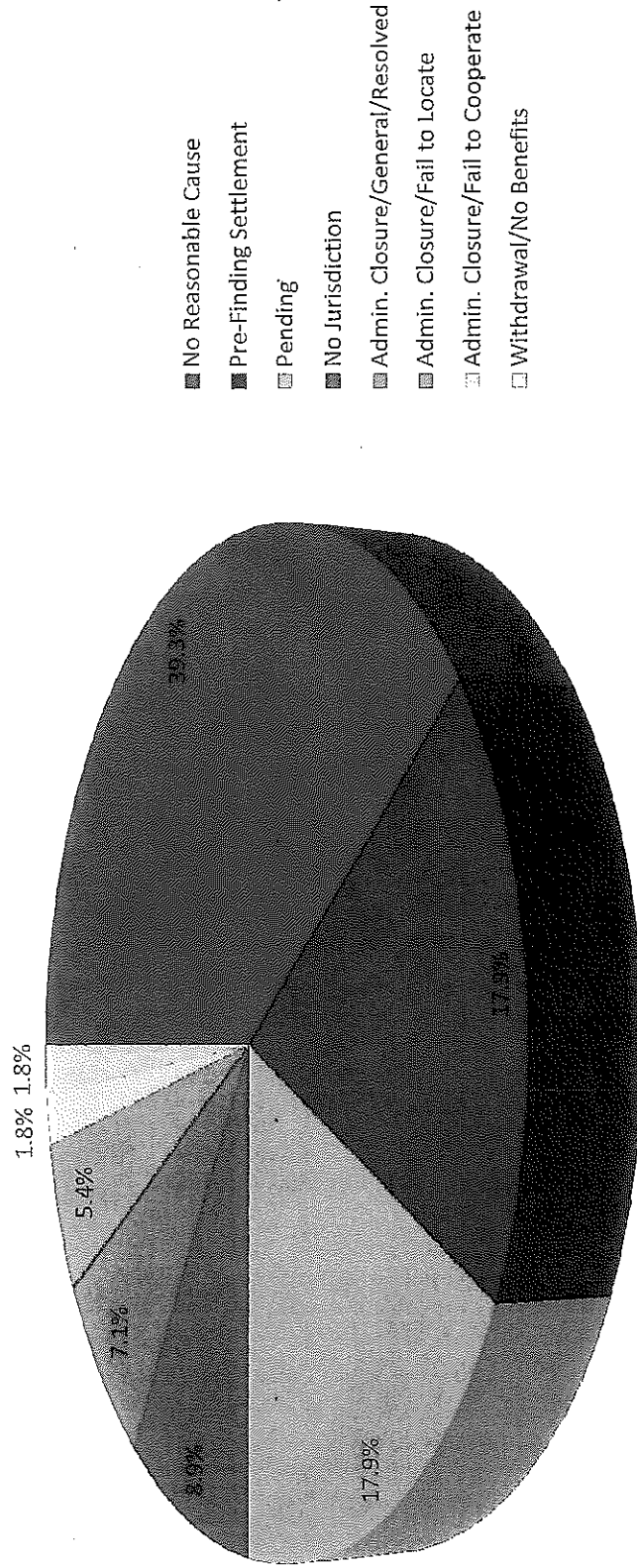
**Washington State Human Rights Commission: Sexual Orientation
 → Outcome of Employment Cases – FY 2006/2007 to 2011/June 2, 2012**



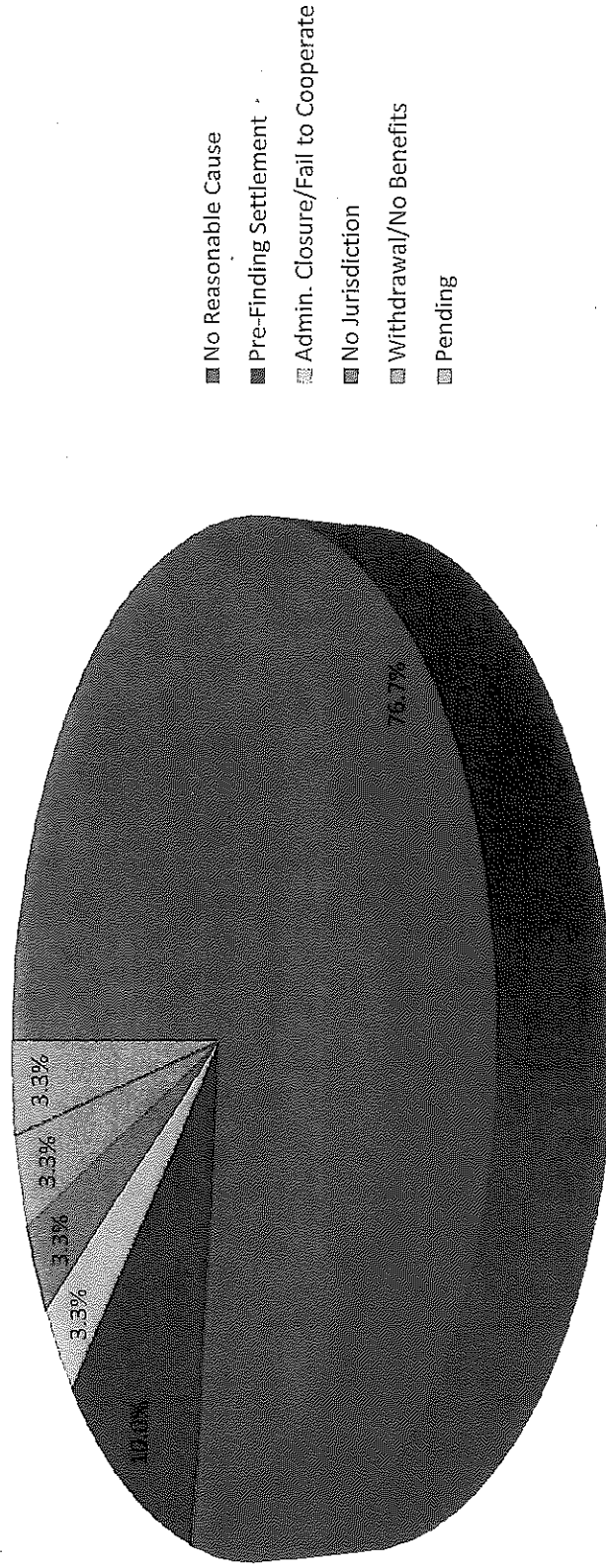
Washington State Human Rights Commission: Sexual Orientation

→ Outcome of Public Accommodation Cases

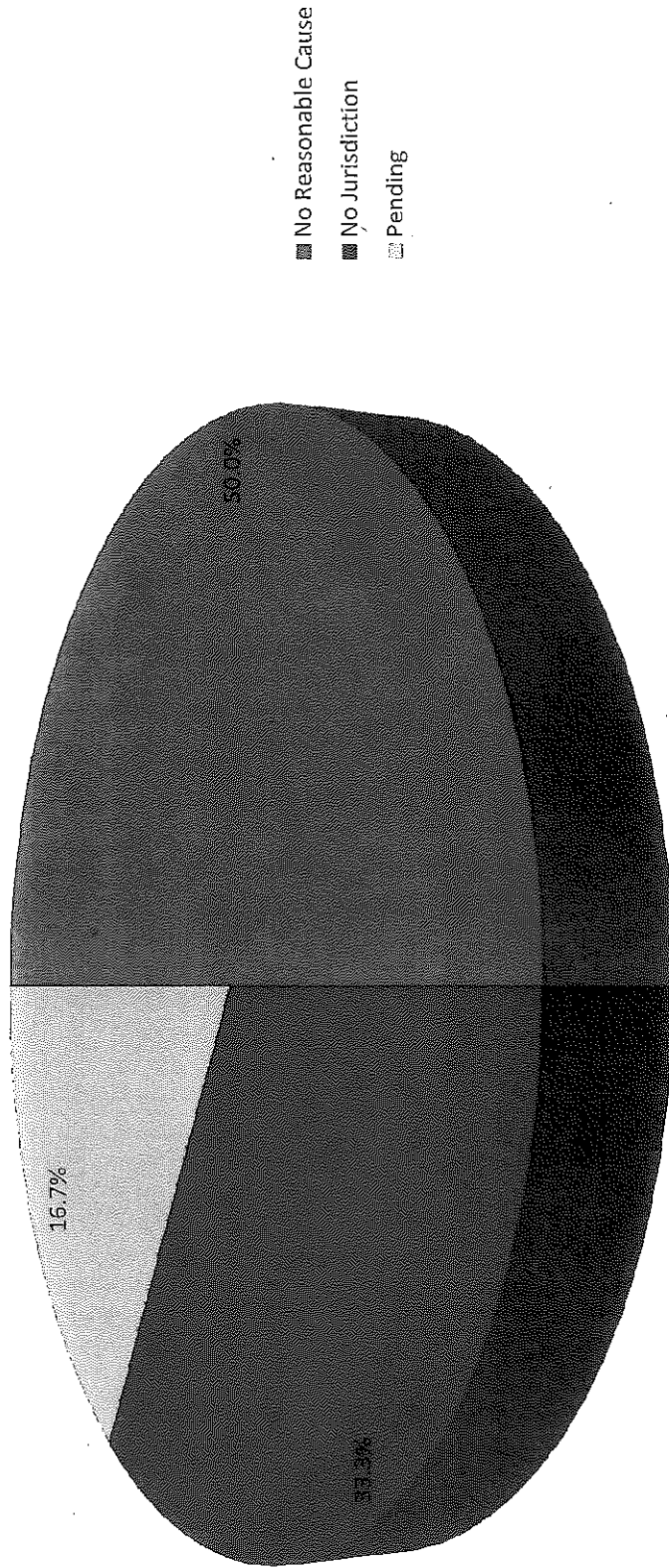
FY 2006/2007 to 2011/June 2, 2012



**Washington State Human Rights Commission: Sexual Orientation
→ Outcome of Housing Cases – FY 2006/2007 to 2011/June 2, 2012**



**Washington State Human Rights Commission: Sexual Orientation
→ Outcome of Insurance Cases – FY 2006/2007 to 2011/June 2, 2012**





The Washington State Human Rights Commission

Community Input Topics

Pre-Employment Inquiries

What an employer can and cannot ask during the hiring process.

There might be a question on a job application that asks a person to check a box to indicate if they are married, have a domestic partner, or are single. Or there might be a question during an interview that asks if a person is gay or straight.

WAC 162-12-140 prohibits pre-employment inquiries regarding other protected classes.

Medical Leave

- An employer has a medical leave policy that allows persons to take time off of work to seek medical care, counseling, and treatment, and to take sick time for this, but excludes any medical care, counseling, or treatment related to transitioning. A person who needs medical care or treatment related to transitioning would need to take unpaid leave, and risk losing their job because the leave is unexcused.
- Under WAC 162-22-065 an employer is to provide reasonable accommodations to persons with disabilities, and one reasonable accommodation is an adjustment to the work schedule. Medical leave is also often an appropriate reasonable accommodation.
- How does this addition of sexual orientation/gender identity as a protected class affect, if at all, the WAC(s)?

Harassment/Hostile Work Environment

Example: A gay employee is called names, is subjected to anti-gay comments, and is the target of jokes about gay persons.

Dress and Grooming Standards

Example: A person, who was born male but has transitioned to female, is told that she cannot wear dresses or skirts to work. Other women in the workplace wear dresses and skirts.

Gender Segregated Facilities

Example: A person who was born male but has transitioned to female, wishes to use the restroom at a shopping mall, and chooses to use the female restroom, which is consistent with her gender identity. Mall security tells her she cannot use the female restroom, and escorts her out of the mall.

Credit & Insurance

A life insurance policy pays benefits to the spouse of a married person, but not to the domestic partner of a gay person.

A person applies for a line of credit at a bank. The person is unable to list the income of their domestic partner as household income, and is given a lower credit line. A married person is able to list the income of their spouse as household income, and as a result would have been given a higher credit line.



The Washington State Human Rights Commission

Wrap Up

Pre-Employment Inquiries

- > Rules should be flexible such that an employer must of comfort of candidate to work w/ list of diverse questions
- > tie question to specific job description/tasks
- > what if the candidate self-identifies as LGBT → can the EA use that knowledge for hiring purposes?
- > no discrimination statement with others → prohibition of potential candidates & Education Committee
- > married, children.
- > ~~gender~~
- not match
- > fed/state

Credit and Insurance

- > will we refer to "gay" or LGBT
- > hormone replacement therapy for heterosexual but not for Trans people
- > exclusion in medical benefits for hormones for transitioning Trans p

Medical

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Harass

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Gender

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Medical Leave

- 7 How does gender dysphoria affect work?
- 7 WEAB?
- 7 How are other protected categories treated?
- 7 Gender identity not same as sexual orientation

Harassment / Hostile Work Environment

- 7 Treat as other protected classes such as race
- 7 "T" is
- 7 ensure that the "T" is there too

Gender Segregated Facilities

- 7 person w/ problem uses alternate bathroom
- 7 gender neutral bathroom
- 7 outreach on policymaking in BA.

Dress and Grooming Standards

- 7 gender non-conforming
- 7 Should meet "professional" standard

Compilation of Comments from the 4 stakeholder workgroups on
Sexual Orientation and Gender Identity Held in 2012

Medical leave

Possibly gender dysphoria is a medical condition in DSM, not cosmetic or voluntary

Transitioning is not elective, mental health issues

Paid time off do not mandate, but person should not be fired for medical leave

Equal treatment on par with medical leave for other issues, same rules apply to all medical leave

Reason for the medical care/treatment should not be relevant, should not have to disclose reason, need to be specific about the information that an employer is entitled to, only need enough to receive time off or another RA

Specific language that an employer cannot ask nature of medical condition

Look at FMLA requirements before creating these rules

Paternity type leave to domestic partners

What type of information the employer needs to provide to other employees (with transitioning employee's permission)

PTO given if other medical conditions also get PTO

Pre-employment inquiries

Flexible to allow ER to ask an applicant's comfort level working with diverse populations, incl LGBT

Questions should be tied to specific job description and tasks, SO/GI not relevant to job performance

ER cannot use self disclosure for decisions

Prevent questions related to gender identity or so during hiring process

Perception is also covered

Gender segregated facilities

Person with the problem uses alternate or gender neutral bathroom

Rights to use restroom that the person identifies with

Conduct should be the issue, not what a person looks like

Cannot force a neutral restroom on transgendered individuals

Be specific with rules

Best practices for business – top down, policies explained to customer

Address locker rooms and dressing rooms

Harassment

Treat like other protected classes

Have a definition in law, with guidelines and limits to behavior outlined – clearly indicate what behavior is not tolerated

ER has the right to provide anti-harassment training, even if ee is uncomfortable with it

What ER needs to do after harassment occurs - address behavior

Guidelines for transitioning for organization to follow

Pronoun usage

Reasonable accommodation of transitioning?

No discrimination during or after transition

Use RA process for related medical issues = not harassment standard

Conduct is the key

Dress and grooming standards

Professional standards

Not along gender lines

Dress according to their identity

Same dress code for everyone - neutral

ER has the right to set standards for dress code

Continuity for sake of business, but discomfort of public or customers is not a valid argument

Credit and Insurance

Coverage for sexual reassignment/transitioning

Wait until marriage equality law is decided

Domestic partnerships need to receive the same benefits as married couples

Offer credit on same terms (household rather than married couple)

Auto insurance, domestic partners should get the married rate

Eliminate exclusions for transgender related medical care and related care (ie a male still needs OBGYN care. Exclusions are discriminatory, need to meet with Office of Insurance Commission

Lines of credit issues

Federal law issues here

Lindstrand, Laura (HUM)

From: Murinko, Shawn [MurinkS@wsdot.wa.gov]
Sent: Monday, November 28, 2011 9:23 AM
To: Lindstrand, Laura (HUM)
Cc: Deborah Lee; Ortiz, Sharon (HUM)
Subject: Organization Contacts for SO/GI WACS

Hi Laura et al –

I'm sure there are others – this is what I've come up with initially. I'll keep researching. Thanks.

Gay Lesbian Straight Education Network (GLSEN) – Washington Chapter
1605 12th Avenue, Suite 35
Seattle, WA 98122
(206) 330-2099
mail@glsenwa.org

Seattle LGBT Commission
810 Third Avenue, Suite 750
Seattle, WA 98104-1627
(206) 684-4500
Marta.idowu@seattle.gov

Equal Rights Washington
1402 3rd Ave Ste. 201
Seattle, WA 98101
206-324-2570
Info@equalrightswashington.org

ACLU – Washington
901 Fifth Avenue, Suite 630
Seattle, WA 98164
206.624.2184

Kris Teft
Association of Washington Business (AWB)
1414 Cherry Street S.E.
Olympia, WA 98501
(360) 943-1600 Ext. 1007
krist@awb.org

GLBT Bar Association
Andy Sachs, President
Wrenn Law Group, PLLC
601 Union Street, Suite 5110
Seattle, WA 98101-6906
206-264-4060
asachs@wrennngroup.com

Greater Seattle Business Association
400 East Pine Street, Suite 322
Seattle, WA 98122
206-363-9188

Inland Northwest Business Alliance
P.O. Box 20163
Spokane, WA 99210
509-455-3699

Washington State Medical Association (WSMA)
Tim Layton, Sr. Director Legislative, Regulatory and Legal Affairs
2033 6th Ave., Suite 1100
Seattle, Washington 98121
206-441-9762
tim@wsma.org

Shawn Murinko
Diversity & ADA Affairs Team
Washington State Department of Transportation
Office of Human Resources
Phone 360.705.7097 | Fax 360.705.6849
P.O. Box 47310 | Olympia, WA 98504-7310
<http://www.wsdot.wa.gov/accessibility/>



The Washington State Human Rights Commission Presents: Sexual Orientation and Gender Identity Rulemaking Workgroups

RCW 49.60, the Washington Law Against Discrimination, includes sexual orientation and gender identity as a class that is protected from discrimination in the areas of employment, housing, public accommodation, credit and insurance. Come with ideas about what you would like to see in the implementing regulations.

Kennewick
401 North Young St.
May 23, 2012
1—4 PM

Olympia
526 Pattison Street SE
June 6, 2012
1:30—4:30 PM

Spokane
1330 N. Washington Street,
Suite. 2460
June 6, 2012 1—4 PM

Seattle Center—Fidalgo Rm.
NW Rooms at Seattle Cntr
1st Ave. North & Republic
June 20, 2012 1—4 PM

For information or to request reasonable accommodation for a disability, contact
Laura Lindstrand at (360) 359-4923 or llindstrand@hum.wa.gov

Lindstrand, Laura (HUM)

From: Skinner, Laura (HUM)
Sent: Tuesday, May 22, 2012 11:41 AM
To: glue@u.washington.edu; llrc@lrc.net; rc@lrc.net; contactus@pflag-olympia.org; seapflag@drizzle.com; marta.idowu@seattle.gov; kudd22@hotmail.com; info@rainbowcntr.org; patrick.connor@nfib.org; info@thelgbtcenter.org; website@nwfairhouse.org; info@outspokane.org; pride@ewu.edu; lgbt@gonzaga.edu; glbta.aswsu@wsu.edu; hstanton@wsu.edu; odyssey@odysseyyouth.org; program_dir@vistayouthcenter.org; oliverfamily10@msn.com; contact@southsoundgender.com; harmony@plu.edu; sole@uw.edu; qcenter@u.washington.edu; mjensen@wasa-oly.org; lindaf@awsp.org; Mail (WSSDA); tckelly2@comcast.net; equity@k12.wa.us; info@wfse.org; maria.williams@teamsters117.org; RRegan@WashingtonEA.org; info@ufcw21.org; rjohnson@wslc.org; eryl@wpea.org; mrc@seiu775.org; TimSeth@juno.com; members@awb.org; wpas@wpas-rights.org; julie.nelson@seattle.gov; hrhs@cityoftacoma.org; Bailey.delongh@metrokc.gov; WA_Webmanager@hud.gov; matthew@capitalcitypride.net; info@seattlepride.org; johnny@outspokane.org; info@outintacoma.com; glbt@microsoft.com; applicantaccommodation@starbucks.com; morsel@lanepowell.com
Cc: Lindstrand, Laura (HUM); Ortiz, Sharon (HUM); Strong, Charlene (HUM); Murinko, Shawn (HUM); Deborah Lee; Hunt, Steve (HUM)
Subject: Washington State Human Rights Commission Sexual Orientation and Gender Identity Rulemaking
Attachments: Workgroup Flyer.pdf

Hello.

The Human Rights Commission is pleased to announce its workgroup sessions on rulemaking in the area of sexual orientation and gender identity. Please see the attached flyer, and consider attending the workgroup closest to you. Feel free to post and distribute the flyer to anyone you think is interested. We hope you can attend. Please send any questions to me. If you need a reasonable accommodation at the meeting, you can contact me as well.

Laura Lindstrand
Policy Analyst
Washington State Human Rights Commission
711 South Capitol Way, Suite 402
Olympia, WA 98504-2490
Phone: (360) 359-4923
llindstrand@hum.wa.gov

This e-mail and related attachments and any response may be subject to public disclosure under state law.

Washington State Human Rights Commission
Sexual Orientation & Gender Identity Rulemaking Workgroup Minutes
Kennewick, WA – May 23, 2012 – 1-3pm

WSHRC Members Present: Charlene Strong, Commissioner; Shawn Murinko, Commissioner; Sharon Ortiz, Executive Director; Ramon Alvarez, Investigator

Community Members Present: Jill Mullenson, Mathew Campbell, Melissa Lance, Mark Nathan Lee, Tracy ? (unsure of spelling of names)

Sharon Ortiz & Charlene Strong began the meeting by introducing themselves and then everyone else introduced themselves. Charlene Strong then stated that:

Why we are meeting:

- Law was passed in 2006 including sexual orientation as a class protected from discrimination under RCW 49.60 the Washington Law Against Discrimination.
- We do not have regulations yet

Purposes of rules:

- To clarify the law
- To provide guidelines as to how the WSHRC will enforce the law
- To provide guidance as to how to comply with the law
- To provide people with a clearer understanding of their rights

Process:

- Today we are meeting in this workgroup to discuss what stakeholders think is important to address in the rules
- We will take the information you provide, combine it with our own expertise and experience in investigating these cases, and develop a rule
- The proposed rule will be published in the State Register
- There will be a public comment period, where anyone can comment via email, letter, fax, or in the public hearing, which will be held in Olympia on a date TBD; if you signed in today with your email address you will receive notice of the public comment period
- After the public comment period a final rule will be developed.

Sharon Ortiz then covered a small presentation that introduced to the audience members who WSHRS is, the mission, overview, jurisdiction, history, etc. Sharon Ortiz also covered the difference between civil rights versus human rights and noted the equivalency of the WLAD to the EEOC and HUD enforced laws in employment and housing.

Shawn Murinko added additional information related to the make-up of the Commission, how Commissioners are elected, the number and so on.

Group members made the following comments and observations:

- It was stated that the Office of the Superintendent of Public Instruction (OSPI) had undergone a similar rulemaking process on the same issue of sexual orientation/gender identity and that it might be a good idea to borrow from their process and look at their end product as they have already finished theirs.
- Members mentioned that part of the challenge in the Tri-Cities area is that many LGBT community members are not out as LGBT. It was expressed that this is because there is a lot of fear of being terminated or not served in places of public accommodation. Someone mentioned that at last years LGBT Pride Festival, a group of friends went to a restaurant and that the business would not serve them.
- It was mentioned that LGBT as well as business owners and employers do not even know that the WSHRC exists or that LGBT people are protected under the WLAD.
- Members felt that if people knew that there are protections under the law, it would help.
- Sharon Ortiz and Charlene Strong commented that part of the Commission's challenge is finding the funds for the outreach and training component that used to occur on a more regular basis before the multiple budget crisis of the last several years at the state level.
- There was not agreement as to whether or not an employer should be allowed to ask a job applicant if they are LGBT or not. Members expressed that guidance could be obtained from how the Commission treats other protected classes such as age or marital status.
- A member expressed that there needs to be some clarification for an employer or business about the difference between personal religious beliefs versus professional behavior in the workplace or in the provision of services to the public.
- There was a discussion about civil rights posters (such as the OSHA requirements that must be placed at a place of employment) and making the WLAD part of what is required to be posted at every covered employer in Washington State. Charlene Strong felt that this needed to occur and Sharon Ortiz stated that she'd research this possibility.
- There was a lengthy discussion around the use of bathrooms by transgender individuals. One member expressed that it would be a good idea to have the WAC say that bathrooms should be gender neutral. Ramon Alvarez mentioned that this issue (bathrooms) is a common question that comes up for employers with trans employees.
- One member mentioned that in the area it is common for mental health counselors to advertise as LGBT-friendly but that when the LGBT individual goes in for services, the mental health counselor tries to convince the LGBT person that they can change to heterosexual through counseling.
- Another member mentioned that some mental health counselors have been known to charge an LGBT person double the rate that they would charge a heterosexual person.
- Participants returned again and again to how the rules around sexual orientation/gender identity could probably be modeled after other already protected classes that lend themselves analogously.

Lindstrand, Laura (HUM)

From: Skinner, Laura (HUM)
Sent: Monday, June 11, 2012 8:39 AM
To: Lindstrand, Laura (HUM)
Subject: FW: Washington State Human Rights Commission Sexual Orientation and Gender Identity Rulemaking

FYI

From: Calandra.Sechrist@k12.wa.us [mailto:Calandra.Sechrist@k12.wa.us]
Sent: Friday, June 08, 2012 3:12 PM
To: Skinner, Laura (HUM)
Subject: RE: Washington State Human Rights Commission Sexual Orientation and Gender Identity Rulemaking

Hi Laura,

Thank you for inviting our office to your upcoming workgroup session. I am not sure if our office will be able to attend, but I wanted to be sure to send you the recent guidelines that our office published regarding civil rights in schools. These guidelines include information about students who are transgender, which may be helpful in your workgroup discussion. These guidelines are available on our website at <http://bit.ly/zlgs4Q>.

Below is the information that our office sent out when we published these guidelines in February 2012:

We are writing to announce the publication of new guidelines to assist school districts in implementing Washington State civil rights laws. The guidelines, titled "Prohibiting Discrimination in Washington Public Schools – Guidelines for School Districts to Implement Chapters 28A.640 and 28A.642 RCW and Chapter 392-190 WAC," are available online at <http://bit.ly/zlgs4Q>.

These guidelines constitute the Office of Superintendent of Public Instruction's (OSPI) interpretation of chapters [28A.640](#) and [28A.642](#) of the Revised Code of Washington (RCW) and chapter [392-190](#) of the Washington Administrative Code (WAC) and are provided to support school districts' understanding of their obligations under these laws. The guidelines include information on the following topics:

- Counseling and guidance services
- Textbooks and instructional materials
- Access to course offerings and school programs, including topics related to school enrollment, English Language Learners, translation and interpretation services, students with disabilities, students and service animals, school district online programs, single-sex classes, student discipline, religion, gender identity and gender expression, and pregnant and parenting students
- Discriminatory harassment
- Sexual harassment
- Recreational and athletic activities
- Employment discrimination and affirmative action
- Procedural requirements
- Discrimination complaint and appeal procedures
- OSPI monitoring and enforcement

Please feel free to contact us if you have any questions!

Callie Sechrist

Program Supervisor, Equity and Civil Rights

Office of Superintendent of Public Instruction
(360) 725-6236

www.k12.wa.us/Equity

From: Skinner, Laura (HUM) [mailto:liskinner@hum.wa.gov]

Sent: Tuesday, May 22, 2012 11:41 AM

To: glue@u.washington.edu; llrc@lrc.net; rc@lrc.net; contactus@pflag-olympia.org; seapflag@drizzle.com; marta.idowu@seattle.gov; kudd22@hotmail.com; info@rainbowcntr.org; patrick.connor@nfib.org; info@thelgbtcenter.org; website@nwfairhouse.org; info@outspokane.org; pride@ewu.edu; lgbt@gonzaga.edu; glbta.aswsu@wsu.edu; hstanton@wsu.edu; odyssey@odysseyyouth.org; program_dir@vistayouthcenter.org; oliverfamily10@msn.com; contact@southsoundgender.com; harmony@plu.edu; sole@uw.edu; qcenter@u.washington.edu; mjensen@wasa-oly.org; lindaf@awsp.org; Mail (WSSDA); tkelly2@comcast.net; equity@wfse.org; maria.williams@teamsters117.org; RRegan@WashingtonEA.org; info@ufcw21.org; rjohnson@wslc.org; eryn@wpea.org; mrc@seiu775.org; TimSeth@juno.com; members@awb.org; wpas@wpas-rights.org; julie.nelson@seattle.gov; hrhs@cityoftacoma.org; Bailey.delongh@metrokc.gov; WA_Webmanager@hud.gov; matthew@capitalcitypride.net; info@seattlepride.org; johnny@outspokane.org; info@outintacoma.com/; gibt@microsoft.com; applicantaccommodation@starbucks.com; morsel@lanepowell.com

Cc: Lindstrand, Laura (HUM); Ortiz, Sharon (HUM); Strong, Charlene (HUM); Murinko, Shawn (HUM); Deborah Lee; Hunt, Steve (HUM)

Subject: Washington State Human Rights Commission Sexual Orientation and Gender Identity Rulemaking

Hello.

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Policy Analyst
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Olympia, WA 98504-2490
Phone: (360) 359-4923
llindstrand@hum.wa.gov

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Lindstrand, Laura (HUM)

From: Lindstrand, Laura (HUM)
Sent: Friday, June 08, 2012 9:03 AM
To: 'Valerie Quesada'
Subject: RE: Sexual Orientation and Gender Identity Rulemaking Workgroups

Hi Valerie,

The workgroups are the first step in the process; there is not yet a proposed rule. From the four workgroups held around the state, the Human Rights Commission will develop a proposed rule. We expect that will be done in late June or early July. We will then publish the proposed rule in the State Register, give notice to all parties who attended the workgroups, as well as anyone else expressing interest, and have a public comment period in July/August. This will include a public hearing in Olympia. After the public comment period we will finish and publish the final rule. The process should be complete by early fall.

The one remaining workgroup is in Seattle on June 20.

If you have further questions, let me know.

Laura Lindstrand

From: Valerie Quesada [<mailto:vquesada@aclu-wa.org>]
Sent: Thursday, June 07, 2012 4:14 PM
To: Lindstrand, Laura (HUM)
Subject: Sexual Orientation and Gender Identity Rulemaking Workgroups

Dear Linda,

I am working for Jennifer Shaw as a Policy Advocacy Group intern at the ACLU. I had a few questions regarding the Sexual Orientation and Gender Identity Rulemaking groups.

What is the timeline for the rulemaking process? When will the WAC be updated or revised? Are there any public hearings before the passing of any new/revised rules?

Based on the WSHRC flyer on your website, I understand that the WSHRC is inviting people to come with ideas and provide input into the implementation of sexual orientation/gender identity regulations. However, I'm trying to find out if there are any currently proposed rules. Could you help clarify or direct me to where I can find that information?

Also, will there be more rulemaking workgroups taking place in Washington?

Thank you.

Best,

Valerie Quesada

Lindstrand, Laura (HUM)

From: trusagg@q.com
Sent: Tuesday, June 19, 2012 11:08 PM
To: Lindstrand, Laura (HUM)
Subject: GLBT Rule-Making Workgroups

I am unable to attend the Seattle hearing in person on the 20th; however, having had a conversation with Charlene Strong, I wanted to offer some input into the conversation.

I would like to pose that more conversation take place about the inclusion of family and gender neutral restrooms in public facilities for our trans community if indeed we are providing non-discrimination in public accommodation particularly since this is an area where transgender and gender variant people face some of the greatest safety threats and risks for public displays of discrimination and humiliation (public accommodation).

I would also like to see the issue of insurance and healthcare disparities for lesbians (and women in general) and transgender people discussed (insurance). As well as the lack of adequate resources for aging and elderly glbt individuals and couples in terms of equal access to long-term care (insurance, public accommodation, housing, credit).

thank you for your consideration,

Marianne K. Ozmun
Shelton, Washington

Agenda

WSHRC Sexual Orientation Rulemaking Workgroup

Opening Remarks

Introduction to the Washington State Human Rights Commission

Purposes of this meeting

Purposes of Rulemaking

Process/Groundrules

Discussion

Pre-employment Inquiries

Medical Leave

Harassment/Hostile Work Environment

Dress and Grooming Standards

Gender Segregated Facilities

Insurance/Credit

Closing

Olympia

Name

Organization

Phone

E-mail

Natasha Potter

ST. MARTIN'S UNIVERSITY

360-507-3240

Natasha.Potter@smu.edu

Matthew A. Shrades

SPSC, CAPITAL CITY PRIDE,
EMPOWERMENT ADVISORY COMMITTEE

360-490-7004

matthew@capita/citypride.net

Tim Seth

Wash Landlord Assoc

753-9150

Timseth@junio.com

Laurie Rasmussen WSHRC

360-359-4930

laurie.rasmussen@wshrc.org

Transitioning

- starts at top of organization
- guidelines
 - pronoun usage
- address in positive way
- Address any harassment
 - > discrimination
 - management takes steps
- Reasonable accommodation?
- Or a tolerant workplace that does not allow discrimination

- distracted by needing to watch what we say

- Balance
- What needs to happen after harassment occurs
 - fines
 - Enforcement

Agenda

- Opening Remarks
- Introduction to the USMRC
- Purposes of meeting
- Purposes of Rulemaking
- Process / Ground Rules
- Topics for Discussion
- Closing Remarks

Pre-employment inquiries

- face to face interviews?
- how do you know how to protect people if you don't know the protected category
 - if they can be sued
 - they should have a right to know
- Voluntary disclosure
- Not relevant to employment or job performance

- people could be legitimately disturbed
- However the history of civil rights - uncomfortable w/ Blacks in restroom
 - parallels to this topic
- Line not always bright

Harassment

- Define
 - guidelines
 - limits
- Perceived
- Did you do something, or say something
- Free speech issues
- Where to draw the line
- Promote fairness + fair play

- Discrim - does exist
- These are personal issues

Dress & Grooming

- Gender id
- If someone identifies in a certain way, they should be able to dress according to identity
- No problem if code same for everyone
- If there is an open dress code, es should be able to dress how they wish
- ER has right to set

Standard

- Can look to see discrim area
- Fair to not discriminate by

Medical leave

- Not elective
- Prevent mental health issues
- should qualify as a medical issue
- Paid time off not mandated, but person should not be fired
- Equal Treatment
- Reason for medical care

- However, transitioning can be a public issue

- (TD) given if other medical conditions get FTD

- During & after transition what is the substantial limitation
- Use reason able accommodation process for related medical issues
- Everyone transitions differently
- Conduct is the key

Credit / Insurance

- Marriage = law may occur & nullify this issue
- Different benefits to domestic partnerships - this is discrimination
- Housing industry getting away from checking credit scores
- No connection between credit & employment success
- terms under which credit is offered
- use statistically appropriate measures

Gender Segregated Facilities

- gender neutral bathroom
 - 1 stall
 - signage
- requirements for gender neutral bathrooms
- schools & colleges - issues here
- culture shift - not forced on anyone
- No way to force building a gender neutral facility
- Have right to go into restroom

Transgender Issues

- What about other persons problems / discomfort
 - get over it
 - 3rd bathroom - have options
- What about potential sexual deviancy
 - Person with issue can use alternate
 - Conduct is the issue

1 Pre-employment

- All GI - prevent B's
- re. GI during hiring process
- definition
- from gender - includes cross-dressers & transsexuals
- umbrella term

Gender non-conforming

Not apparent, may be perceptions

Not a relevant question

Prohibit?

But without question you have no concrete evidence of perception

Address other questions in vic - that you do

No inquiries about gender

EC should ask what programs to use

But this may be perceived as spying prohibited?

1 Medical Leave

Use accrued SL Same as any other medical leave

EC might perceive this as a cosmetic or voluntary procedure - possible abuse

- Similar/same rules for taking medical leave

- EC doesn't need to know what medical leave is for

- What info is employer entitled to?

2

Enough for a Dr to ask for time off another reasonable accommodation

- Specific language that EC cannot determine if medical condition including questions + ER pictures

It might be different requirements for both FMLA + ERUA

Partially type leave to same - sex couples

Usually transgendered individuals are going to be upfront - Visual

3

EC privacy requirements or provide info to other employees w/ EC permission

- Policies of large employer related to transitioning (transgender/binary)

Gender Segregated Facilities

- Transgendered people may not wish to have a neutral restroom
- Use restroom that person IDs with
- Person who has the issue can use separate bathroom
- Specific rules
- Safety issues
- Training from top down
- Complaint process
- When another customer complains business options policy

Education for employees

- 7. Facets should begin training (but how the person presents)
- Locker rooms
- Dressing rooms

Credit / Insurance

- Auto - cover domestic partner
- "married" rate
- Non-FDP
- Transgender health care
- options for transgender
- care
 - related care - GI, trans
 - male still needs OBGYN
- * Office of insurance Comm.
- Law changes rapidly
- Exclusions are discriminatory

Credit

- Credit bureaus can instances of denial of lines of credit
- Federal law exists
- Superior benefit
- Transgender should should be covered

1. Dress & Grooming

Instances of transgender woman to wear skirts/dresses, female version of uniform / make-up

- Potential abuse
- Neutral

- Possible issue of continuity for sake of customer / public

- state "gender identity & expression" gender non-conforming

↓ - But ER cannot use argument that it would make public uncomfortable

1. Harassment

pronoun usage / name specific in regs

Duty of ER to protect transgender ee

- training - regular
- clearly indicate what behavior is not tolerated

- ER has right to provide training even if ee doesn't want it

- Explore vocabulary in ~ general training



Credit Card Authorization Form for Visa, MC & Discover

Please complete the form, sign and return to the Event Sales Contract Administrator who will then contact you to take your credit card number. **Please do NOT send your credit card number by fax or email.**

Billing Information

Event Name or Invoice # 34600

Event Date 6/20/2012

Card Holder Name WASHINGTON STATE HUMAN RIGHTS COMMISSION

Card Holder's Company WA

Phone Number 360-359-4950 / 360-359-4925

Credit Card Billing Address 711 S. Capitol Way, Ste 402.
OLYMPIA WA 98502

I hereby authorize Seattle Center to charge my Visa or MasterCard credit/debit card for the following event space rental and/or related expenses. I understand that the payment may be drawn from my account on the day authorization is received by Event Sales.

Amount \$ 390.00

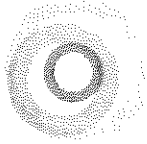
Signature [Handwritten Signature]

Date 5/23/12

Return To:

Katherine Nyborg
Seattle Center Event Sales
305 Harrison Street
Seattle, WA 98109
katherine.nyborg@seattle.gov
Phone: 206.684.7206 Fax: 206.684.7366

For Office Use Only: ESO#	Client #
C#	Exp.



seattlecenter

May 22, 2012

Agreement No.: 34600
File No.: 7799
ESO No.: 1226037C

Ms. Laura Lindstrand
Washington State Human Rights Commission
711 S. Capitol Way, Suite 402
Olympia, WA 98504-2490

Dear Ms. Lindstrand:

Thank you for choosing Seattle Center! We look forward to your event. Please follow these steps:

Returning your Agreement with Payment:

1. Initial each page of the enclosed Facility Use Agreement, Parts A and B, where indicated, and sign and date the signature page under "Licensee".
2. The amount due at this time is \$390.00. This amount includes your Facility Use Fee, Contingency Deposit, and/or any other fees due in advance as outlined in your Agreement. Please use the attached authorization form to pay by credit card, or you may also make a check out to City of Seattle.
3. **Mail all pages of your signed Agreement (Parts A and B) with your check to the address below, no later than June 1, 2012.**
4. If there is an INSURANCE section in your contract, an Insurance Addendum will be included in the materials we have sent you. *Send this Insurance Addendum directly to your insurance provider and request that they follow the instructions for providing evidence of insurance.*
5. If you have questions about your Agreement or wish to make changes, please first discuss it with me. The original wording will apply if a change is not approved and counter-initiated by us.
6. Once we receive your signed Agreement accompanied by the full payment due, we will execute the Agreement and return one fully signed copy to you.

Coordinating your Event:

1. Nate Brend is your Event Service Representative (ESR) for this event and can be reached at 206-684-0774 or nate.brend@seattle.gov.
 - Your ESR will take care of the set-up of your facility, including any Seattle Center services, staff and equipment, and can answer questions about venue operations and regulations.
 - **Please contact your ESR at least 15 days prior to your event to discuss your event requirements.**
2. Please also fill out and return the enclosed "Info Please" form with your Agreement. Our Customer Service Staff will use this information to answer inquiries about your event.

It is our pleasure to have this opportunity to work with you. Please call if you have any questions.

Sincerely,

Michael Betts
Event Sales Representative



**FACILITY USE AGREEMENT
STANDARD
Part A - Signature Form**

PARTIES

This Agreement entered into by The City of Seattle (hereinafter called "City") acting by and through the Director of the Seattle Center Department or such official's designee (hereinafter called "Director") and **Washington State Human Rights Commission** (hereinafter called "Licensee") witnesses that:

FACILITY(IES) / PURPOSE / PERIOD(S) OF USE / FACILITY USE FEES

The City hereby grants to Licensee a license to occupy and use for only the purpose of the following Event: **WA State Humanities Public Forum** (hereinafter called "Event"), subject to all of the terms and conditions of this Agreement, and as specified in the following table:

<u>Day</u>	<u>Use Period*</u>	<u>Use</u>	<u>Facility</u>	<u>Facility Use Fee</u>
6/20/2012	12:00 PM-5:00 PM	Rule making work group for Sexual Orientation and Gender Identity	Fidalgo Room	\$390.00

*A Use Period constitutes the hours during which the Facility may be occupied by Licensee and/or Licensee's invitees and contractors.

FACILITY USE FEE

Licensee shall pay Facility Use Fees in the amount of \$390.00 on delivery of this Agreement. Equipment and services included in the Facility Use Fee are as stipulated on the attached Facility Addendum.

EXPENSES

Licensee shall pay for any Seattle Center equipment and for the services of any Seattle Center personnel used for the Event that is not included with the Facility Use Fee, at rates stated in the Equipment and Services and the Personnel Rates Addenda attached to this Agreement. The Event Service Representative assigned to this Event will determine the minimum personnel requirements based on Seattle Center policies and procedures, the nature of the Event and the anticipated attendance. Licensee may request additional personnel. There is no charge for basic Facility cleaning, one setup each day and the services of an Event Service Representative.

SPECIAL CONDITIONS

EVENT TECHNOLOGY SERVICES

Licensee shall use the services of the exclusive Seattle Center Event Technology Service provider for voice (telephone), Internet, data and networks services, and for audio and video conferencing if such service is needed for the Event.

RECORDING RIGHT

Licensee is authorized to make a video or audio recording of the Event in consideration of which Licensee shall credit The Northwest Rooms at Seattle Center during such recording. Licensee shall not use the recording, or a copy or portions of the recording for present or future commercial benefit.

CATERING

Licensee shall use the services of one or more of the Seattle Center approved caterers to provide any food and/or beverage served for consumption at the Event. Seattle Center has a contract with each of these caterers and has obtained proof of their insurance, health permit and business license. The caterers pay Seattle Center a percentage of the amount that they invoice for the Event. If alcohol is served, it shall be served by one of the approved caterers licensed by the State of Washington to serve alcohol at catered Events. Licensee may be subject to a penalty or fee for the use of non-approved caterers.

Licensee's Initials:

FOOD AND BEVERAGE SAMPLES

Licensee shall not distribute or allow any third party to distribute food and beverage samples at the Event without written authorization of the Director

FOOD AND BEVERAGE CONCESSIONS

No food and/or beverage will be sold at the Event without written authorization of the Director.

PROGRAMS AND NOVELTIES

Licensee shall not sell any program, novelty item, books or merchandise at the Event without written authorization of the Director.

ADA REQUIREMENTS

Licensee shall be responsible for adhering to provisions of the Americans With Disabilities Act. Licensee shall provide for interpretive services for disabled patrons if such are requested by patrons of the Event.

SMOKING POLICY

All Seattle Center facilities are non-smoking in compliance with the Washington Indoor Clean Air Act, which prohibits smoking in all public places and within 25 feet of any entrance, exit, or ventilation intake.

GUN SAFETY AT CITY FACILITIES

It is City's policy to not allow events on City property at which the event organizers permit the possession of firearms. As a condition of entering into this Agreement, Licensee agrees to prohibit any person, except for law enforcement officers and on-duty security personnel, from possessing firearms at Licensee's Event in the Facility(ies), and to take reasonable steps to notify Licensee's audiences, staff, volunteers, vendors and contractors of this prohibition. City shall provide and place signage notifying the public of this policy at all main entrances to the Seattle Center campus and to the Facility(ies), and shall conduct regular training in implementing the foregoing policy for its Admission personnel and contract Peer Group personnel.

INDOOR AIR QUALITY STANDARDS

City shall make good faith efforts to adjust the operation of the heating, ventilation and air conditioning (HVAC) systems in the Facility(ies) to meet Licensee's production and/or environmental requirements for the Event. Provided that, City reserves the right to decline to make any adjustment that would cause the Facility(ies) to be out of compliance with indoor air quality standards established by OSHA and/or other applicable State or Federal authorities. .

ADDENDA

The following addenda are hereby made part of this Agreement:

- Equipment and Services Addendum
- Personnel Rates Addendum
- A Facility Addendum for the Northwest Rooms

CANCELLATION

If Licensee cancels the Event, or any Use Period of it, 180 or fewer days prior to the first date of the Event, the City shall retain the paid Facility Use Fee.

U.S. FUNDS

All dollar amounts indicated in the Agreement are in U.S. Funds.

AMENDMENTS

No alteration or modification of the terms of this Agreement shall be valid unless made in writing and signed by an authorized representative of each of the parties hereto.

Licensee's Initials: <i>CP</i>	
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EFFECTUATION OF AGREEMENT

This Agreement must be signed by Licensee and returned to the City at the address set forth below, on or before June 1, 2012, accompanied by any Facility Use Fees and contingency deposit and any other fees specified above that are required to be paid upon delivery of this Agreement. Both parties agree that a faxed copy of the complete Facility Use Agreement and Authorized Signature of Licensee are valid. Payments will be deposited by Seattle Center. The Agreement must be approved and signed by the Director to be binding.

AGREEMENT CONTENTS

This License consists of this Part A - Signature Form; any Addenda referenced herein, and Part B - General Terms and Conditions. These embody the entire agreement of the parties hereto; there are no other understandings or agreements, written or oral, between the parties relating to the subject matter of this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as follows.

CITY

LICENSEE

By: _____
Authorized Representative

By: Cheryl Sturtevant
Authorized Representative

Date: _____

Date: 5/23/12

Seattle Center Event Sales Office
305 Harrison Street
Seattle, Washington 98109

Licensee's address for communications:
Washington State Human Rights Commission
711 S. Capitol Way, Suite 402
Olympia, WA 98504-2490

FOR OFFICE USE ONLY

Facility Use Fees \$390.00
Contingency Deposit
Program & Novelty Fee
(if applicable)
F&B Concession Fee (if applicable)
Broadcast Fee (if applicable)
Recording Fee (if applicable)
TOTAL FEES DUE \$390.00

Agreement # 34600
File # 7799
ESO# 1226037C

Amount due with contract: \$390.00


Date received: _____

Received by: _____

Licensee's Initials: CS

**PART B
GENERAL TERMS AND CONDITIONS**

1. **PERSONAL LICENSE ONLY:** This Agreement is personal to Licensee and shall not inure to the benefit of any of its successors, assigns, tenants, or sub-tenants.
2. **NON-EXCLUSIVE USE:** The City has a right of entry at any time to inspect or repair the Facility(ies), but such entry shall not unreasonably interfere with Licensee's use unless an emergency exists.
3. **LAWFUL USE:** Licensee shall abide by, and conform and comply with, and shall take reasonable precautions to ensure that every person admitted to the Facility(ies) abides by and complies with, all applicable laws of the United States and the State of Washington, the Charter and ordinances of The City of Seattle, rules and regulations of the Seattle Center, Fire, Health, Executive Services and Police Departments, and licenses, permits, and any directives issued by any authorized official thereof. If Licensee or its authorized representative is informed of any violation of any such law, Charter provision, ordinance, rule, regulation, license, permit or authorization committed by Licensee or any person admitted to the Facility(ies), Licensee immediately shall desist from and/or take reasonable measures to prevent or correct such violation.
4. **NONDISCRIMINATION:** Licensee shall comply with all applicable equal employment opportunity and nondiscrimination laws of the United States, the State of Washington, and the City of Seattle, including but not limited to Chapters 14.04, 14.10, and 20.42 of the Seattle Municipal Code (SMC), as they may be amended; and rules, regulations, orders, and directives of the associated administrative agencies and their officers.
5. **ATTENDANCE AND SAFETY STANDARDS:** Licensee shall not admit to the Facility(ies) a larger number of persons than can safely and freely move about in said Facility(ies), which number shall be determined by the Seattle Fire Marshal or such official's designee in such official's sole discretion and in no case shall the number of persons admitted exceed the number designated on the official Seattle Center floor plan for the style of set up used for the Event or fewer persons if that number has been reduced by the Fire Marshal. Licensee shall permit no chair or movable seat to be or remain in any passageway or fire exit in the Facility(ies) and shall keep all passageways and fire exits clear at all times. Sidewalks, grounds, entries, passages, vestibules, halls, elevators, abutting streets and all ways of access to said Facility(ies) shall not be obstructed by Licensee or used for any purpose other than for ingress to and egress from the Facility(ies).
6. **DAMAGE OR DEFAACEMENT OF FACILITY(IES):** Licensee shall not damage or in any manner deface the Facility(ies) and shall not cause anything to be done whereby such Facility(ies) shall be in any manner defaced or damaged. Licensee shall take reasonable precautions to prevent persons admitted to the Facility(ies) from damaging or defacing the Facility(ies). In the event that during the Period of Licensee's Use, the Facility(ies) are damaged or defaced, Licensee shall pay to the City such sum as is necessary to restore that damaged portion of such Facility(ies) to its condition immediately prior to Licensee's actual use of the Facility(ies), unless such damage is the consequence of a City act or omission.
7. **INDEMNIFICATION:** Licensee shall defend, indemnify and hold the City harmless from any and all claims, liabilities, damages, costs, and expenses, including attorneys' fees and costs, arising from any act or omission of Licensee or any of its officers, employees, contractors, agents or invitees in connection with Licensee's use or occupancy of the Facility(ies) including copyright infringement, or arising from any breach of this Agreement by Licensee; and in the event that any suit or action is brought against the City, Licensee shall, upon notice of the commencement thereof, defend the same at its sole cost and expense, and promptly satisfy any final judgment adverse to the City, or to the City and Licensee, jointly. Nothing contained in this Part B Section 7 shall be construed as requiring Licensee to indemnify the City against liability for damages arising out of bodily injury to persons or damage to property caused by or resulting from the sole negligence or willful misconduct of the City or any of its officers, employees or agents.
8. **DEFAULT BY LICENSEE:** In the event Licensee fails in any material respect to perform the obligations imposed upon it by, or violates a material provision of, this Facility Use Agreement, the City, upon written notice to Licensee and a reasonable opportunity to cure, may terminate this Agreement, whereupon the full Facility Use Fee shall become immediately due and payable, but otherwise the relationship between the parties hereto shall be in all respects as if this Agreement had fully expired. Upon receipt of notice from the Director of its default and the termination of this Agreement, Licensee shall immediately vacate the Facility(ies), remove all items brought into the Facility(ies) by the Licensee and leave the Facility(ies) clean, orderly, and undamaged.

Licensee's Initials: 	
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9. RELICENSURE UPON TERMINATION OF AGREEMENT OR ABANDONMENT OF FACILITY(IES): In the event this Agreement is terminated for any reason or Licensee abandons the Facility(ies) and its Agreement therefor, the City may license others to use said Facility(ies) during any portion of the Period of Use remaining under this Agreement had it not been terminated or abandoned, and may receive Facility Use Fees therefor.

10. RESOLUTION OF INCONSISTENCIES OR CONFLICTS: In the event of any inconsistency or conflict between or among any parts hereof, the controlling document or portion thereof shall be as follows: First - any provision set forth in Part A - Signature Form; Second - any provision set forth by means of an Addendum or Endorsement incorporated herein by reference; and Third - any provisions of this Part B - General Terms and Conditions.

11. NO WAIVER OF DEFAULT: No waiver by the City or the Licensee of any default of any of the terms and conditions hereof shall be construed or operate as a waiver of any subsequent default of any of the terms and conditions hereof.

12. LATE PAYMENTS: Licensee shall pay City 1.5% interest per month on any outstanding balance for which Licensee has been invoiced and, for each monthly invoice that is prepared for such delinquency, such invoicing fee as is established by ordinance to cover the City's additional accounting and administrative costs therefor.


13. FEE FOR LATE INFORMATION REGARDING EVENT REQUIREMENTS: Licensee shall provide to Seattle Center those Event details that are necessary for scheduling Seattle Center personnel and equipment at least 15 days before the first date of such Event. If the Licensee fails to provide such Event details by such time, Licensee may be charged a late fee in the amount of \$20.00 for each day between 15 days prior to the Event and the day when such details are provided.

14. ADVERTISING: Any advertising done by Licensee for the Event shall properly list the name of the Facility(ies) in which the Event is to be held as follows, as applicable: KeyArena at Seattle Center; Marion Oliver McCaw Hall at Seattle Center; Seattle Center Exhibition Hall; Seattle Center Fisher Pavilion; Seattle Center Pavilion; Seattle Center Northwest Rooms. Licensee shall use its best efforts to include the appropriate Seattle Center logo in any Event advertising. Advertising including a Seattle Center logo shall be subject to approval by Seattle Center before publication.

15. TIME OF ESSENCE: For purposes of this Agreement, time is of the essence.

16. EXCUSE AND SUSPENSION OF OBLIGATIONS (FORCE MAJEURE): If a party's performance under this Agreement (other than any monetary obligations) is prevented by an unforeseeable act of Nature; war or war-like operations; civil commotions, riot; labor dispute including a strike, lockout or walkout to which Licensee is not a party; sabotage; Federal or State regulation or control; or other condition beyond the reasonable control of such party, then performance of such affected obligation shall be suspended (excluding, however, any monetary obligations), but only for the duration of such condition.

If such condition prevents the City from delivering occupancy and use of the Facility(ies) on the date(s) of the Event, but such condition ceases prior to 30 days after the first scheduled date of the Event, then Licensee and City shall use their best efforts to find and agree upon a rescheduled date for the Event. City shall not charge a transfer fee or additional Facility Use Fee for a rescheduled date and any paid Facility Use Fees shall be applied to the rescheduled date. If the parties cannot agree on a rescheduled date or if the force majeure condition continues beyond such 30 days, then City shall retain from paid Facility Use Fee an amount sufficient to cover all Event related costs and expenses incurred by City and shall refund to Licensee any remainder of the Facility Use Fee paid by Licensee. If the paid Facility Use Fee is insufficient to cover such costs and expenses, Licensee shall pay City the balance of this amount. Licensee hereby waives any claim for damages or compensation from City on account of any failure to perform pursuant to this Section.

Licensee's Initials: 	
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EVENT SERVICE ORDER	ESO#: 1226037C
EVENT: WA State Humanities Public Forum	PAGE: 1 of 2
DATE: June 20, 2012	ISSUE DATE: 6/16/2012
FACILITY: Fidalgo Room	

CLIENT NAME: Laura Lindstrand Washington State Human Rights Commission	ESR: Nate Brend
ON SITE CONTACT: Laura Linstrand / Idolina Reta	DESK: (206) 684-0774 CELL: 7200

SCHEDULE:

Date	Facility	Activity	IN	OPEN/DOORS	START	END	OUT
06/20/2012	Fidalgo Room	Rule making work group for Sexual Orientation and Gender Identity	12:00pm	12:00pm	1:00pm	4:00pm	4:30pm

GENERAL INFORMATION

DESCRIPTION: WA State Human Rights Commission Rule Making Work Group for Sexual Orientation and Gender Identity
GENERAL EVENT SCHEDULE:
TICKET INFO: FREE and open to the public

TFM-CAMPUS LABORERS**FIDALGO ROOM**

- | | | |
|----|-------------------|---|
| 1 | lectern | Set in the NW corner. |
| 2 | 8' tables w/linen | Place one on the north end and one on the south wall. |
| 1 | projector table | Set in the center aisle. |
| 2 | chairs | Place at the head table on the north end. |
| 96 | chairs | Set theater style facing north. |

EMERGENCY SERVICES

ACCESS TIMES/DATES: Please unlock and secure the room per schedule.

TFM - ENGINEERS

Please provide HVAC as required.

SOUND**FIDALGO ROOM**

- | | | |
|---|--------------------|--|
| 1 | 10'x10' screen | Please lower the screen. |
| 1 | wired lectern mic | |
| 1 | wired table mic | |
| 1 | wired mic on stand | Please set in the center aisle for audience Q&A. |

TRANSPORTATION

PARKING PASSES: (2) for the 1st North Garage.



EVENT SERVICE ORDER	ESO#: 1226037C
EVENT: WA State Humanities Public Forum	PAGE: 2 of 2
DATE: June 20, 2012	ISSUE DATE: 6/16/2012
FACILITY: Fidalgo Room	

