



Washington Law Prohibits Discrimination in Employment

HUMAN RIGHTS COMMISSION

The law prohibits unfair employment practices in the following areas:

- ◆ Race
- ◆ Creed
- ◆ Color
- ◆ National Origin
- ◆ Sex
- ◆ Marital Status
- ◆ Age (40 years and over)
- ◆ Disability (Presence of any sensory, mental, or physical disability)
- ◆ The use of a trained guide dog or a service animal by a person with a disability

The law also prohibits retaliation for opposing an unfair practice, filing a whistleblower complaint with the State Auditor, or filing a nursing home abuse complaint.

Prohibited Unfair Employment Practices

AN EMPLOYER OF 8 OR MORE EMPLOYEES MAY NOT:

- ◆ Refuse to hire you
- ◆ Discharge or bar you from employment
- ◆ Discriminate in compensation or other terms or conditions of employment
- ◆ Print, circulate, or use any discriminatory statement, advertisement, publication, job application form or make any inquiry in connection with prospective employment that is discriminatory

LABOR UNIONS MAY NOT:

- ◆ Deny membership and membership rights and privileges
- ◆ Expel from membership
- ◆ Fail to represent

EMPLOYMENT AGENCIES MAY NOT:

- ◆ Discriminate in classification of referrals for employment
- ◆ Print or circulate any discriminatory statement, advertisement or publication
- ◆ Use discriminatory employment application forms, or inquiries made in connection with prospective employment

**If you feel you have been discriminated against, please contact the nearest Commission Office:
www.wa.gov/hrc**

<p>OLYMPIA HEADQUARTERS OFFICE</p> <p>PHONE/VOICE: (360) 753-6770 TTY/TOLL FREE: 1-800-300-7525 TOLL FREE: 1-800-233-3247</p>	<p>SEATTLE DISTRICT OFFICE</p> <p>PHONE/VOICE: (206) 464-6500 TTY: (206) 587-5168</p>
<p>SPOKANE DISTRICT OFFICE</p> <p>PHONE/VOICE: (509) 456-4473 FAX: (509) 456-4441</p>	<p>YAKIMA DISTRICT OFFICE</p> <p>PHONE/VOICE: (509) 575-2772 FAX: (509) 575-2064</p>