



Washington State Law Prohibits Workplace **DISCRIMINATION & HARASSMENT**

There are laws that protect you from illegal discrimination and harassment in the workplace.

- **ANCESTRY**
- **AGE** (40 and above)
- **COLOR**
- **CREED**
- **DISABILITY** (physical, mental, HIV and AIDS)
- **GENDER IDENTITY**
- **GENETIC INFORMATION**
- **MARITAL STATUS**
- **MILITARY OR VETERAN STATUS**
- **NATIONAL ORIGIN**
- **PARENTAL STATUS**
- **POLITICAL IDEOLOGY**
- **RACE** (including, but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, such hairstyles as braids, locks, and twists)

If you or someone you know is experiencing harassment or discrimination at work, please reach out for support.

Discrimination and harassment is harmful in any form and is not tolerated at the City of Seattle.

- **RELIGION** (includes religious dress and grooming practices)
- **RETALIATION**
- **SEX/GENDER** (includes pregnancy, childbirth, breastfeeding and/or related medical conditions)
- **SEXUAL ORIENTATION**
- **USE OF A SERVICE ANIMAL**

Who to Contact

City **Mandatory Reporters** are employees required to report any instances of harassment and discrimination to your department Human Resources representative, the Human Resources Investigation Unit (HRIU), or the Department of Human Resources (SDHR).

Mandatory Reporters

- Management Representatives: Strategic Advisors, Supervisors, Managers, Leads, Crew Chiefs, and Directors
- Department of Human Resources staff
- Employees in a Human Resources role
- Departmental Equal Employment Opportunity (EEO) Officers

City Investigators

- Human Resources Investigation Unit (HRIU)

Groups Exempt from Reporting claims of harassment and discrimination are able to review your situation and maintain confidentiality under City personnel rules or by law.

Groups Exempt from Reporting

- Alternative Dispute Resolution (ADR)
- Office of the Employee Ombud (OEO)
- Office for Civil Rights (OCR) Investigations

Review [City Personnel Rule 1.1](#) for added details or contact us for more information.



City Resources

Human Resources Investigation Unit (HRIU)

Alternative Dispute Resolution (ADR)

Office of the Employee Ombud (OEO)

Office for Civil Rights (OCR) Investigations

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DISCRIMINATION@seattle.gov

206-733-9888
seattle.gov/human-resources/rules-and-resources/human-resources-investigations-unit

206-615-1692
seattle.gov/human-resources/rules-and-resources/alternative-dispute-resolution

206-684-4873
seattle.gov/ombud

206-684-4500
seattle.gov/civilrights