



# Washington State Law Prohibits Workplace **SEXUAL HARASSMENT**



Harassment and discrimination is harmful in any form and is ***not*** tolerated at the City of Seattle

**THE LAW**



**Sexual Harassment violates Title VII of the Civil Rights Act of 1964**

## What is Sexual Harassment?

Sexual harassment does ***not*** always have to be specifically about sexual behavior or directed at a specific person. For example, negative comments about women as a group may be a form of sexual harassment.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature in the workplace or learning environment, according to the Equal Employment Opportunity Commission (EEOC).

## Examples of Illegal Actions

- unwelcome touching
- staring or leering
- suggestive comments or jokes sexually explicit
- pictures or posters
- unwanted invitations to go out on dates
- requests for sex

- intrusive questions about a person's private life or body
- unnecessary familiarity (such as deliberately brushing up against a person)
- insults or taunts based on sex sexually explicit physical contact
- sexually explicit emails or text messages.

**If you or someone you know is experiencing *sexual harassment* at work, please reach out.**

## 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 (SHR).

### 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 Investigations 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

- Office of the Employee Ombud (OEO)
- Office for Civil Rights (OCR)

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



## City Resources

Human Resources Investigations Unit (HRIU)

Office of the Employee Ombud (OEO)

Office for Civil Rights (OCR)

[SHR\\_HRIU@SEATTLE.GOV](mailto:SHR_HRIU@SEATTLE.GOV)

[OMBUD@SEATTLE.GOV](mailto:OMBUD@SEATTLE.GOV)

[CIVILRIGHTS@SEATTLE.GOV](mailto:CIVILRIGHTS@SEATTLE.GOV)

206-733-9888

206-684-4873

206-684-4500

[Human Resources Investigations Unit - Human Resources | seattle.gov](#)

[seattle.gov/ombud](http://seattle.gov/ombud)

[Seattle Office for Civil Rights - CivilRights | seattle.gov](#)