



Washington State Law Prohibits Workplace DISCRIMINATION & HARASSMENT

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

Discrimination & Harassment are harmful in any form and are not tolerated at the City of Seattle.

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

RETALIATION
SEX/GENDER (includes pregnancy, childbirth, breastfeeding and/or related medical conditions)
SEXUAL ORIENTATION
USE OF A SERVICE ANIMAL

ANCESTRY
AGE (40 and above)
COLOR
CREED
DISABILITY (physical and mental)
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")
RELIGION (includes religious dress and practices)
CASTE



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)

SHR_HRIU@SEATTLE.GOV

Office of the Employee Ombud (OEO)

OMBUD@SEATTLE.GOV

Office for Civil Rights (OCR)

CIVILRIGHTS@SEATTLE.GOV



206-733-9888

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



206-684-4873

seattle.gov/ombud



206-684-4500

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



Seattle
 Human Resources