



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 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).

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.

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 harassment or discrimination at work, please reach out.

Get

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



City Resources

Human Resources Investigation Unit (HRIU)

STEVE.ZWERIN@seattle.gov

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

Alternative Dispute Resolution (ADR)

ADR@seattle.gov

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

Office of the Employee Ombud (OEO)

OMBUD@seattle.gov

206-684-4873
seattle.gov/ombud

Office for Civil Rights (OCR) Investigations

DISCRIMINATION@seattle.gov

206-684-4500
seattle.gov/civilrights

