



Washington State Law Prohibits Discrimination in Employment

The law prohibits unfair employment practices based on the following protected classes:

- | | | |
|-------------------|---|---|
| • Race | • Age (40 years of age and older) | • Honorably discharged veteran or military status |
| • Color | • HIV, AIDS, and Hepatitis C status | • Retaliation for filing a whistleblower complaint with the state auditor |
| • National Origin | • Marital status | • Retaliation for filing a nursing home abuse complaint |
| • Sex | • Pregnancy or maternity | • Retaliation for opposing an unfair practice |
| • Creed | • Sexual orientation or gender identity | |
| • Disability | • Use of a service animal by a person with a disability | |

PROHIBITED UNFAIR EMPLOYMENT PRACTICES:

AN EMPLOYER OF EIGHT (8) OR MORE EMPLOYEES MAY NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS. FOR EXAMPLE, AN EMPLOYER CANNOT:

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

LABOR UNIONS MAY NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS. FOR EXAMPLE, A LABOR UNION CANNOT:

- Deny membership or membership rights and privileges.
- Expel from membership.
- Failing to represent a person in the collective bargaining unit.

EMPLOYMENT AGENCIES MAY NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS. FOR EXAMPLE, AN EMPLOYMENT AGENCY MAY NOT

- Discriminate in classification or 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 HAVE BEEN DISCRIMINATED AGAINST PLEASE CONTACT THE WASHINGTON STATE HUMAN RIGHTS COMMISSION:

1-800-233-3247 Voice or 1-800-300-7525 TTY

www.hum.wa.gov

Se Habla Español

Language interpreters are available. Accommodations to people with disabilities will be made.

WASHINGTON STATE HUMAN RIGHTS COMMISSION