




Summary of Equal Employment Opportunity Laws for Workers in Washington State

	Law	Enforcement Agency	Employers Covered	Protected Classes	Deadline
FEDERAL 	1. Title VII (seven) of the Civil Rights Act of 1964 2. Age Discrimination in Employment Act (ADEA) 3. Americans with Disabilities Act (ADA) a. The Older Workers Benefit Protection Act (OWBPA)	EEOC 909 First Ave., Ste. 400 Seattle, WA 98104 (206) 220-6884 TTY: (206) 220-6882 Toll Free: 1-800-669-4000 www.eeoc.gov	<ul style="list-style-type: none"> • employers in all states • state and local governments • employers of 15 or more (Title VII) • employment agencies • labor organizations • federal government 	<ul style="list-style-type: none"> • race • color • religion • sex • national origin • age • disability • gender identity 	300 days* to file with EEOC <i>* Federal employees must contact an EEOC counselor within 45 days of the discriminatory act.</i>
	4. Equal Pay Act	EEOC <i>Filing a complaint with the EEOC is optional. See above for contact information.</i>	<ul style="list-style-type: none"> • employers in all states • employers regardless of number of employees 	<ul style="list-style-type: none"> • sex 	2 or 3 years
	5. Section 1981 (42 U.S.C. 1981)	N/A <i>See description on page 20.</i>	<ul style="list-style-type: none"> • employers in all states • state and local governments • employers regardless of number of employees 	<ul style="list-style-type: none"> • race • color • national origin 	3 or 4 years


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FEDERAL 	6. Immigration Reform and Control Act	Office of Special Counsel U.S. Dept. of Justice Civil Rights Division 950 Pennsylvania Ave. NW Washington, D.C. 20530 (202) 616-5594 TTY: 1-800-237-2515 Toll Free: 1-800-255-7688 www.usdoj.gov/crt/	<ul style="list-style-type: none"> • employers in all states • state and local governments • employers of 4 or more employees who are not covered by Title VII 	<ul style="list-style-type: none"> • national origin citizenship 	180 days
	7. The National Labor Relations Act (NLRA)	Contact your local National Labor Relations Board (NLRB)	<i>See description on page 20</i>	N/A <i>See description on page 20</i>	<i>See description on page 20.</i>


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 STATE & LOCAL	1. Washington State Law Against Discrimination RCW Chapter 49.60	<p>Washington State Human Rights Commission Olympia Headquarters: 711 S. Capitol Way, Ste. 402 Olympia, WA 98504 (360) 753-6770 TTY: 1-800-300-7525 Toll Free: 1-800-233-3247 www.hum.wa.gov</p> <p><i>Filing a complaint with the WA HRC is optional.</i></p>	<ul style="list-style-type: none"> • Washington employers • state and local governments • employers of 8 or more • employment agencies • labor organizations 	<ul style="list-style-type: none"> • race/color • national origin • sex/pregnancy disability • use of service animal • honorably discharged veteran/military status • sexual orientation/gender identity (which includes transgender people) • creed • age (40+) • marital status 	<p><i>Via HRC:</i> 6 months</p> <p><i>Via court:</i> 3 years</p>
	2. King County Code Chapter 12.18	<p>King County Office of Civil Rights Enforcement 401 Fifth Ave., Ste. 215 Seattle, WA 98104 (206) 263-2446 TTY: 7-1-1 www.kingcounty.gov</p>	<p><i>Employees of King County:</i></p> <ul style="list-style-type: none"> • contractors doing business in King County <p><i>In unincorporated King County:</i></p> <ul style="list-style-type: none"> • employers of 8 or more • employment agencies • labor organizations 	<ul style="list-style-type: none"> • race/color • national origin • disability/use of service animal • age • ancestry • gender • marital status • sexual orientation (includes gender identity) • religion 	180 days

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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">STATE & LOCAL</p> 	<p>3. Seattle Fair Employment Practices Ordinance</p>	<p>Seattle Office for Civil Rights 810 3rd Ave., Ste. 750 Seattle, WA 98104 (206) 684-4500 TTY: (206) 684-4503 www.seattle.gov/civilrights</p>	<p><i>Within City of Seattle limits:</i></p> <ul style="list-style-type: none"> • employees of City of Seattle • employers of 1 or more employees • employment agencies • labor organizations • printers, publishers, and broadcasters 	<ul style="list-style-type: none"> • race/color • national origin • religion • creed • age • ancestry • sex • sexual orientation • gender identity • disability • genetic information • marital status • political ideology • honorably discharged veteran/military status 	<p><i>Via Seattle Office for Civil Rights:</i> 180 days</p> <p><i>Via court:</i> 3 years</p>
	<p>4. Pierce County Affirmative Action Plan</p>	<p>N/A</p> <p><i>Refer to your employment handbook or Collective Bargaining Agreement</i></p>	<p>Employees of Pierce County</p>	<ul style="list-style-type: none"> • race/color • national origin • sex • sexual orientation • age • disability • marital status • religion • creed 	<p><i>Refer to your handbook or Collective Bargaining Agreement.</i></p> <p><i>NOTE: Notify your supervisor, manager, department director, EEOC/ADA specialist, or HR Director within 180 days after act of discrimination.</i></p>

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STATE & LOCAL 	5. Tacoma Law Against Discrimination Chapter 1.29	Tacoma Human Rights Dept. 747 Market St., Rm 836 Tacoma, WA 98402 (253) 591-5151 TTY: (253) 591-5153 Email: hrhs@cityoftacoma.org	<i>Within Tacoma city limits:</i> <ul style="list-style-type: none"> employees of City of Tacoma employers of 8 or more employment agencies labor organizations 	<ul style="list-style-type: none"> race/color national origin ancestry religion sex age disability family or marital status sexual orientation gender identity honorably discharged veteran/military status 	6 months
	6. Snohomish County Code Chapter 3.57	N/A <i>Refer to your employment handbook or Collective Bargaining Agreement.</i>	Applicants and employees of Snohomish County	<ul style="list-style-type: none"> race/color national origin marital status age disability religion sex sexual orientation citizenship military status 	<i>Refer to your employment handbook or Collective Bargaining Agreement.</i>
	7. Spokane Human Rights Ordinance C32232	Spokane Human Rights Commission 1330 N. Washington St. Spokane, WA 99201 (509) 568-3169	<i>Within City of Spokane limits:</i> <ul style="list-style-type: none"> employers of 8 or more employees employment agencies labor organizations 	<ul style="list-style-type: none"> race/color national origin disability age familial or marital status sex sexual orientation religion 	1 year