

Washington State Human Rights Commission



HEADQUARTERS

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Everett, WA 98208
425-290-1383

WEBSITE

www.hum.wa.gov

TOLL FREE TELEPHONE NUMBER

1-800-233-3247

Se habla español.

*To obtain this publication in alternate format,
please contact the Headquarters office.*



Welcome to The Washington State Human Rights Commission

Sexual Orientation & Gender Identity

Discrimination is Prohibited under Washington State Law

**Discrimination based on
sexual orientation and gender
identity is illegal in
employment, housing, public
accommodation, credit,
lending and insurance.**

Revised Code of Washington (RCW) Chapter 49.60 is known as the Washington Law Against Discrimination. RCW 49.60.040(15) protects people against discrimination based on the following:

- **Heterosexuality**, which is attraction to people of the opposite gender.
- **Homosexuality**, which is attraction to people of the same gender.
- **Bisexuality**, which is attraction to people of either gender.
- **Gender Expression or Identity**, which is an expression or appearance different from a person's birth sex (e.g. a Male to Female or a Female to Male transgender person).

Established in 1949 by the Washington State Legislature, the Washington State Human Rights Commission (WSHRC) administers and enforces the Washington Law Against Discrimination (WLAD), Chapter 49.60 of the Revised Code of Washington (RCW).



Illegal discrimination based on sexual orientation or gender identity includes:

- Refusal to Hire
- Firing you or forcing you to quit or retire
- Harassment
- Refusal to use appropriate name or pronoun
- Unequal terms, conditions or privileges of employment
- Refusal to allow entrance to a place of public accommodation
- Unequal terms in credit or lending
- Refusal to sell, show, or rent in housing and real estate transactions

If you feel you have experienced discrimination based on sexual orientation or gender identity, please contact the Washington State Human Rights Commission at:

1-800-233-3247 VOICE
1-800-300-7525 TTY

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

The Washington Law Against Discrimination (WLAD) prohibits discrimination on the basis of race, color, national origin, creed, sex, sexual orientation and gender identity, marital status, age (40+ and in employment only), the presence of any sensory, mental, or physical disability, HIV or Hepatitis C status, families with children status (in housing only), and the use of a trained dog guide or service animal by a disabled person.



Complainant Process

Everyone has an obligation to comply with the law and a right to seek redress when harm occurs. Complaints alleging violations of RCW 49.60 must be filed within six months of the date of harm; in housing, complaints must be filed within one year; and in Whistleblower complaints, within two years. Complaints may be resolved during an investigation subject to agreement between the parties and the WSHRC. To obtain additional information about the complaint process, visit our website or contact one of our offices to speak with an intake officer.