

DISCRIMINATION



Washington State Law Prohibits Discrimination in Employment

Protected Classes:

- Race
- Color
- National Origin
- Sex
- Creed
- Disability—Sensory, Mental or Physical
- HIV, AIDS, and Hepatitis C
- Age (40 yrs old and older)
- Marital Status
- Pregnancy or maternity
- Sexual Orientation or Gender Identity
- Use of a service animal by a person with a disability
- Honorably discharged Veteran or Military status
- Retaliation for filing a whistleblower complaint with the state auditor
- Retaliation for filing a nursing home abuse complaint
- Retaliation for opposing an unfair practice

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 or other terms or conditions of employment
- Print, circulate, or use any discriminatory statement, advertisement, publication, or job application form
- Make any discriminatory inquiries in connection with prospective employment

**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
- Fail 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 make discriminatory inquiries in connection with prospective employment.

If you have been discriminated against, please call or go to:

1-800-233-3247 or www.hum.wa.gov

Washington State Human Rights Commission

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