



Notice of Community Advocate and Crime Victim Rights for Employees

The Protecting Hotel Employees from Harassing or Violent Conduct Ordinance, Seattle Municipal Code (SMC) 14.26, requires hotel and ancillary hotel business employers to provide this notice to covered employees who are survivors of alleged violent or harassing conduct by hotel guests.

If you are a survivor of alleged violent or harassing conduct by a hotel guest, you have a right to the following:

- 1) ***A Community Advocate.*** The role of a community advocate is to provide you with free confidential advocacy services at any hour of the day and all days of the week. The community advocate will provide the following support services: a) explain your rights under SMC 14.26 and the options you have for a course of action; b) provide referral services to meet your individual needs; and c) assist you with reporting an incident of violent or harassing conduct by a hotel guest, if you choose to do so. Your access to these services is not contingent upon reporting an incident of misconduct by a guest; you may access these services solely to assess your options.

The City of Seattle has contracted with King County Sexual Assault Resource Center (KCSARC), a community-based, victim's advocacy organization with a 24-hour hotline, to provide you with these resources. You may call KCSARC to receive confidential services by dialing: 1-888-99-VOICE (1-888-998-6423). To learn more about KCSARC, please visit: <https://www.kcsarc.org/>.

- 2) ***A Crime Victim Advocate and Other Rights under RCW 7.69.030.*** Under the Revised Code of Washington (RCW) 7.69.030, crime victims are provided with several rights which apply to criminal court or juvenile court proceedings. If you are the survivor of violent or sex crimes, you have the right to have a crime victim advocate present during prosecutorial or defense interviews. The role of a crime victim advocate is to provide you with emotional support. Under RCW 7.69.030, you also have the right to have access to immediate medical assistance without unreasonable delay and to have someone intervene with your employer, if necessary, to minimize loss of pay due to court appearances. See RCW 7.69.030 for more information on the rights afforded to survivors of crimes.

For information about crime victim advocacy services, you may contact: Victim Support Services at 1-888-288-9221 or KCSARC at 1-888-998-6423.

- 3) ***King County Special Assault Protocol.*** This protocol provides guidelines for cooperative investigations and services in cases involving certain crimes in King County. Established pursuant to RCW 26.44.180 and RCW 26.44.185, the protocol is designed to improve the integrity of investigations, protect the interest of victims, suspects, and communities, and ensure that appropriate services are available to survivors and their families.

Employers and employees with questions about this form can contact the Office of Labor Standards (OLS) at 206-256-5297 or visit the OLS website at <http://www.seattle.gov/laborstandards>.