



## Washington State Law Prohibits Workplace

# SEXUAL HARASSMENT

*Harassment and discrimination is harmful in any form and is not tolerated at the City of Seattle.*

**The Law** | Sexual Harassment violates Title VII of the Civil Rights Act of 1964

## What is Sexual Harassment?

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature in the workplace or learning environment, according to the Equal Employment Opportunity Commission (**EEOC**).

Sexual harassment does not always have to be specifically about sexual behavior or directed at a specific person. For example, negative comments about women as a group may be a form of sexual harassment.

## Examples of Illegal Actions

- unwelcome touching
- staring or leering
- suggestive comments or jokes
- sexually explicit pictures or posters
- unwanted invitations to go out on dates
- requests for sex
- intrusive questions about a person's private life or body
- unnecessary familiarity, such as deliberately brushing up against a person
- insults or taunts based on sex
- sexually explicit physical contact
- sexually explicit emails or text messages

*If you or someone you know is experiencing harassment or discrimination at work, please reach out.*

Get

## Who to Contact

City **Mandatory Reporters** are employees required to report any instances of harassment and discrimination to your department **Human Resources representative, the Human Resources Investigation Unit (HRIU), or the Department of Human Resources (SDHR).**

**Mandatory Reporters**

- Management Representatives: Strategic Advisors, Supervisors, Managers, Leads, Crew Chiefs, and Directors
- Department of Human Resources staff
- Employees in a Human Resources role
- Departmental Equal Employment Opportunity (EEO) Officers

**City Investigators**

- Human Resources Investigation Unit (HRIU)

**Groups Exempt from Reporting** claims of harassment and discrimination are able to review your situation and maintain confidentiality under City personnel rules or by law.

**Groups Exempt from Reporting**

- Alternative Dispute Resolution (ADR)
- Office of the Employee Ombud (OEO)
- Office for Civil Rights (OCR) Investigations



## City Resources

Human Resources Investigation Unit (HRIU)

Alternative Dispute Resolution (ADR)

Office of the Employee Ombud (OEO)

Office for Civil Rights (OCR) Investigations

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[DISCRIMINATION@seattle.gov](mailto:DISCRIMINATION@seattle.gov)

206-733-9888  
seattle.gov/human-resources/rules-and-resources/human-resources-investigations-unit

206-615-1692  
seattle.gov/human-resources/rules-and-resources/alternative-dispute-resolution

206-684-4873  
seattle.gov/ombud

206-684-4500  
seattle.gov/civilrights