



King County

Shannon Braddock
King County Executive

401 Fifth Avenue, Suite 800
Seattle, WA 98104

206-296-9600 Fax 206-296-0194
TTY Relay: 711
www.kingcounty.gov

November 21, 2025

The Honorable Girmay Zahilay
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Zahilay:

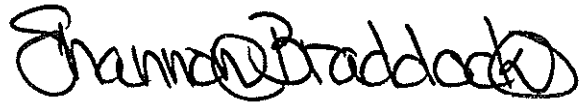
This letter transmits the Civil Rights Report requirements outlined in Ordinance 19741, Section 28, codified as King County Code Chapter 3.12D.020, relating to workplace discrimination. As required, the enclosed report presents the number of unfair employment practice complaints filed with the Office of Equity and Racial and Social Justice (OERSJ) in 2025, including the basis or bases of the complaint, the number of investigations of unfair employment practices in the reporting year, and the number of findings that reasonable cause exists to believe that an unfair employment practice occurred.

The enclosed report demonstrates the progress the Office of Equity and Racial and Social Justice has made in rebuilding and operating the County's Civil Rights Program. This includes enforcing nondiscrimination ordinances as codified in King County Code 12.18 – Fair Employment Practices, assisting departments in complying with the federal Americans with Disabilities Act of 1990, the federal Rehabilitation Act of 1973, Section 504, and other legislation and rules regarding access to county programs, facilities, and services for people with disabilities as required by King County Code (K.C.C) 2.16.025.¹

Thank you for your consideration of this report.
If your staff have questions, please contact Monisha Harrell, Director, Office of Equity and Racial and Social Justice, at 206-477-0825.

¹ King County Code 2.16.025 [LINK]

Sincerely,

A handwritten signature in black ink that reads "Shannon Braddock". The signature is written in a cursive, somewhat stylized font.

Shannon Braddock
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
Melani Hay, Clerk of the Council
Dwight Dively, Chief Operating Officer, Director, Office of Performance, Strategy and
Budget
Stephanie Pure, Council Relations Director, Office of the Executive
Monisha Harrell, Director, Office of Equity and Racial and Social Justice