King County

Legislation Text

File #: 2019-0033, **Version:** 2

A MOTION relating to the organization of the council and replacing the

policies and procedures against harassment and discrimination within the

legislative branch; and amending Motion 8868, Sections 1-2, as amended,

and OR 3-110.

WHEREAS King County has a strong commitment to equity and social justice in both the community

and its workforce, and

WHEREAS King County strives to be an employer of opportunity where all employees can thrive and

fulfill their true potential, and

WHEREAS to deliver the most effective services, King County must provide a safe, supportive and

inclusive workplace free of discrimination, harassment and inappropriate conduct, where all employees can do

their best work, and

WHEREAS, on June 25, 2018 the Council passed ordinance 18757 which: 1) set the policy of King

County that is promote a respectful, nondiscriminatory work environment, free of behavior that is illegal or

contributes to interpersonal conflicts, poor performance or poor morale, 2) prohibits discrimination and

harassment, including sexual harassment, and inappropriate conduct, toward any employee on the basis of the

employee's race, color, gender, age, creed, disability, marital status, national origin, religion, pregnancy, gender

identity or expression, domestic violence victimization, sexual orientation, honorably discharged veteran or

military status, use of a service or assistive animal by a person with a disability, or any other status protected by

federal, state or local law, 3) required county agencies to revise their current policies or develop new policies,

procedures and training to prevent and respond to training; and

WHEREAS, this motion approves the new policy against harassment and discrimination;

NOW, THEREFORE, BE IT MOVED by the Council of King County:

A. Motion 8868, Sections 1-2, as amended, and OR 3-110 are each hereby amended to read as follows:

OR 3-110 Policies and procedures against sexual harassment and discrimination - policy statement.

A. The metropolitan King County council promotes a respectful, nondiscriminatory work environment, free of behavior which is illegal and/or which contributes to interpersonal conflicts, poor performance or poor morale. Therefore, the metropolitan King County council prohibits:

  1. Sexual harassment;

  2. Discrimination or harassment of, or inappropriate conduct toward ((,any employee)) anyone on the basis of((his or her race, color, sex, marital status, sexual orientation, religion, ancestry, national origin, and/or the presence of any sensory, mental, or physical disability)) race, color, gender, age, creed, disability, marital status, national origin, religion, pregnancy, gender identity or expression, domestic violence victimization, sexual orientation, honorably discharged veteran or military status, use of a service or assistive animal by a person with a disability, or any other status protected by federal, state or local law; and

   3. Retaliation against anyone who reports a potential violation of this policy or participates in any process related to investigating or resolving a report made under this policy.

B. This policy applies to members of the council, councilmembers' personal and district support and constituent services staff and all employees of the legislative branch. Violations of this policy may lead to censure or discipline, up to and including discharge.

C. This policy is supplemental to other procedures available under federal, state, and county laws, including but not limited to the Whistleblower Ordinance, K.C.C. chapter 3.42, the Ethics Code, K.C.C. chapter 3.04, and the Fair Employment Practices Code, K.C.C. chapter 12.18. Employees are encouraged to report pursuant to this policy, but shall continue to have the right to utilize other formal complaint procedures

established by law.

The policies and procedures against sexual harassment and discrimination in the legislative branch in Attachment ((A to Motion 13408)) A to this motion are hereby adopted.