



# Summary of Equal Employment Opportunity Laws for Workers in Washington State

	Law	Enforcement Agency	Employers Covered	Protected Classes	Deadline
FEDERAL	1. Title VII (seven) of the Civil Rights Act of 1964  2. Age Discrimination in Employment Act (ADEA)  3. Americans with Disabilities Act (ADA) a. The Older Workers Benefit Protection Act (OWBPA)	EEOC 909 First Ave., Ste. 400 Seattle, WA 98104 1-800-669-4000 (206) 220-6884 TTY: (206) 220-6882  <a href="http://www.eeoc.gov">www.eeoc.gov</a>  <a href="http://www.eeoc.gov/field-office/seattle/location">www.eeoc.gov/field-office/seattle/location</a>	<ul style="list-style-type: none"> <li>• employers in all states</li> <li>• state and local governments</li> <li>• employers of 15 or more (Title VII)</li> <li>• employment agencies</li> <li>• labor organizations</li> <li>• federal government</li> </ul>	<ul style="list-style-type: none"> <li>• race</li> <li>• color</li> <li>• religion</li> <li>• sex</li> <li>• national origin</li> <li>• age</li> <li>• disability</li> <li>• gender identity</li> </ul>	300 days* to file with EEOC  <i>* Federal employees must contact an EEOC counselor within 45 days of the discriminatory act.</i>
	4. Equal Pay Act	EEOC  <i>Filing a complaint with the EEOC is optional. See above for contact information.</i>	<ul style="list-style-type: none"> <li>• employers in all states</li> <li>• employers regardless of number of employees</li> </ul>	<ul style="list-style-type: none"> <li>• sex</li> </ul>	2 or 3 years

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FEDERAL	5. Pregnant Workers Fairness Act	EEOC <i>See above for contact information.</i>	<ul style="list-style-type: none"> <li>• employers in all states</li> <li>• state and local governments</li> <li>• employers of 15 or more (Title VII)</li> <li>• employment agencies</li> <li>• labor organizations</li> <li>• federal government</li> </ul>	<ul style="list-style-type: none"> <li>• employees and applicants who have known limitations related to pregnancy, childbirth, or related medical conditions</li> </ul>	<p>300 days* to file with EEOC. Violation must have occurred after June 27, 2023.</p> <p><i>* Federal employees must contact an EEOC counselor within 45 days of the discriminatory act.</i></p>
	6. PUMP Act	DOL Wage and Hour	<ul style="list-style-type: none"> <li>• employees of enterprises that have an annual gross volume of sales over \$500K</li> <li>• individuals regularly engaged in interstate commerce or the production of goods for commerce;</li> <li>• Certain employees of airlines, railroads, and motorcoach carriers are exempt from nursing employee protections under the FLSA.</li> </ul>	<ul style="list-style-type: none"> <li>• Employees who need to express breast milk are covered for one year after the child's birth</li> </ul>	2 or 3 years
	7. Section 1981 (42 U.S.C. 1981)	N/A <i>See description on page 14.</i>	<ul style="list-style-type: none"> <li>• employers in all states</li> <li>• state and local governments</li> <li>• employers regardless of number of employees</li> </ul>	<ul style="list-style-type: none"> <li>• race</li> <li>• color</li> <li>• national origin</li> </ul>	4 years

	Law	Enforcement Agency	Employers Covered	Protected Classes	Deadline
FEDERAL	8. Immigration Reform and Control Act	Office of Special Counsel U.S. Dept. of Justice Civil Rights Division 950 Pennsylvania Ave. NW Washington, D.C. 20530 1-800-255-7688 (202) 616-5594 TTY: 1-800-237-2515 <a href="http://www.justice.gov/crt">www.justice.gov/crt</a>	<ul style="list-style-type: none"> <li>• employers in all states</li> <li>• state and local governments</li> <li>employers of 4 or more employees who are not covered by Title VII</li> </ul>	<ul style="list-style-type: none"> <li>• national origin citizenship</li> </ul>	180 days
	9. Immigration Reform and Control Act	Office of Special Counsel U.S. Dept. of Justice Civil Rights Division 950 Pennsylvania Ave. NW Washington, D.C. 20530 1-800-255-7688 (202) 616-5594 TTY: 1-800-237-2515 <a href="http://www.justice.gov/crt">www.justice.gov/crt</a>	<ul style="list-style-type: none"> <li>• employers in all states</li> <li>• state and local governments</li> <li>• employers of 4 or more employees who are not covered by Title VII</li> </ul>	<ul style="list-style-type: none"> <li>• national origin citizenship</li> </ul>	180 days
	10. The National Labor Relations Act (NLRA)	Contact your local National Labor Relations Board (NLRB) 1-844-762-6572 <a href="http://www.nlr.gov/about-nlr/who-we-are/regional-offices">www.nlr.gov/about-nlr/who-we-are/regional-offices</a>	<i>See description on page 15</i>	N/A  <i>See description on page 15</i>	<i>See description on page 15</i>

	Law	Enforcement Agency	Employers Covered	Protected Classes	Deadline
STATE & LOCAL	1. Washington State Law Against Discrimination RCW Chapter 49.60	<p>Washington State Human Rights Commission</p> <p>Call or visit the website for office locations. 1-800-233-3247 TTY: 1-800-300-7525 <a href="http://www.hum.wa.gov">www.hum.wa.gov</a></p> <p><i>Filing a complaint with the WA HRC is optional.</i></p>	<ul style="list-style-type: none"> <li>• Washington employers</li> <li>• state and local governments</li> <li>• employers of 8 or more</li> <li>• employment agencies</li> <li>• labor organizations</li> </ul>	<ul style="list-style-type: none"> <li>• race/color</li> <li>• national origin</li> <li>• sex/pregnancy disability</li> <li>• use of service animal</li> <li>• honorably discharged veteran/military status</li> <li>• sexual orientation/gender identity (which includes transgender people)</li> <li>• creed</li> <li>• age (40+)</li> <li>• marital status</li> </ul>	<p><i>Via HRC:</i> 6 months</p> <p><i>Via court:</i> 3 years</p>
	1a. Washington State Domestic Violence Leave	<p>Washington Department of Labor and Industry</p> <p>Call or visit the website to make a complaint: <a href="http://www.lni.wa.gov/workers-rights/workplace-complaints/protected-leave-complaints">www.lni.wa.gov/workers-rights/workplace-complaints/protected-leave-complaints</a> 1-866-219-7321</p>	Washington employers	<ul style="list-style-type: none"> <li>• employees who are victims or whose family members are victims of domestic violence, sexual assault or stalking.</li> </ul> <p><i>Family members include a child, a spouse, a parent, a parent-in-law, a grandparent or a person the employee is dating.</i></p>	
	1b. Washington State Silenced No More Act	<p>N/A</p> <p><i>Enforceable by lawsuit</i></p>	Washington employers	<ul style="list-style-type: none"> <li>• Current, former, or prospective employees or independent contractors who are Washington residents</li> </ul>	

	Law	Enforcement Agency	Employers Covered	Protected Classes	Deadline
STATE & LOCAL	1c. Washington Equal Pay and Opportunities Act	Washington Department of Labor and Industry Call or visit the website to make a complaint: <a href="http://www.lni.wa.gov/workers-rights/workplace-complaints/protected-leave-complaints">www.lni.wa.gov/workers-rights/workplace-complaints/protected-leave-complaints</a> 1-866-219-7321	Washington employers	<ul style="list-style-type: none"> <li>• Gender</li> </ul>	<i>Via L&amp;I:</i> Claims after June 7, 2018  <i>Via court:</i> 3 years
	2. King County Code Chapter 12.18	King County Office of Civil Rights Enforcement 401 Fifth Ave., Ste. 800 Seattle, WA 98104 (206) 263-2446 TTY: 7-1-1 <a href="http://www.kingcounty.gov/en/index">www.kingcounty.gov/en/index</a> , click on "Civil Rights Program"	<i>Employees of King County:</i> <ul style="list-style-type: none"> <li>• contractors doing business in King County</li> </ul> <i>In unincorporated King County:</i> <ul style="list-style-type: none"> <li>• employers of 8 or more</li> <li>• employment agencies</li> <li>• labor organizations</li> </ul>	<ul style="list-style-type: none"> <li>• race/color</li> <li>• national origin</li> <li>• disability/use of service animal</li> <li>• age</li> <li>• ancestry</li> <li>• gender</li> <li>• marital status</li> <li>• sexual orientation (includes gender identity)</li> <li>• religion</li> </ul>	180 days

	Law	Enforcement Agency	Employers Covered	Protected Classes	Deadline
STATE & LOCAL	3. Seattle Fair Employment Practices Ordinance	Seattle Office for Civil Rights 810 3rd Ave., Ste. 750 Seattle, WA 98104 (206) 684-4500 TTY: (206) 684-4503 <a href="http://www.seattle.gov/civilrights">www.seattle.gov/civilrights</a>	<i>Within City of Seattle limits:</i> <ul style="list-style-type: none"> <li>• employees of City of Seattle</li> <li>• employers of 1 or more employees</li> <li>• employment agencies</li> <li>• labor organizations</li> <li>• printers, publishers, and broadcasters</li> </ul>	<ul style="list-style-type: none"> <li>• race/color</li> <li>• national origin</li> <li>• religion</li> <li>• creed</li> <li>• age</li> <li>• ancestry</li> <li>• sex</li> <li>• sexual orientation</li> <li>• gender identity</li> <li>• disability</li> <li>• genetic information</li> <li>• marital status</li> <li>• political ideology</li> <li>• honorably discharged veteran/military status</li> </ul>	<i>Via Seattle Office for Civil Rights:</i> 1.5 years  <i>Via court:</i> 3 years
	4. Pierce County Affirmative Action Plan	N/A  <i>Refer to your employment handbook or Collective Bargaining Agreement</i>	Employees of Pierce County	<ul style="list-style-type: none"> <li>• race/color</li> <li>• national origin</li> <li>• sex</li> <li>• sexual orientation</li> <li>• age</li> <li>• disability</li> <li>• marital status</li> <li>• religion</li> <li>• creed</li> </ul>	<i>Refer to your handbook or Collective Bargaining Agreement.</i>  NOTE: Notify your supervisor, manager, department director, EEOC/ADA specialist, or HR Director within 180 days after act of discrimination.

	Law	Enforcement Agency	Employers Covered	Protected Classes	Deadline
STATE & LOCAL	5. Tacoma Law Against Discrimination Chapter 1.29	Tacoma Human Rights Comm' 747 Market St., Rm 1044 Tacoma, WA 98402 (253) 591-5045 TTY: (253) 591-5153 Email: <a href="mailto:equity@cityoftacoma.org">equity@cityoftacoma.org</a>	<i>Within Tacoma city limits:</i> <ul style="list-style-type: none"> <li>employees of City of Tacoma</li> <li>employers of 8 or more</li> <li>employment agencies</li> <li>labor organizations</li> </ul>	<ul style="list-style-type: none"> <li>race/color</li> <li>national origin</li> <li>ancestry</li> <li>religion</li> <li>sex</li> <li>age</li> <li>disability</li> <li>family or marital status</li> <li>sexual orientation</li> <li>gender identity</li> <li>honorably discharged veteran/military status</li> </ul>	6 months
	6. Snohomish County Code Chapter 3.57	N/A  <i>Refer to your employment handbook or Collective Bargaining Agreement.</i>	Applicants and employees of Snohomish County	<ul style="list-style-type: none"> <li>race/color</li> <li>national origin</li> <li>marital status</li> <li>age</li> <li>disability</li> <li>religion</li> <li>sex</li> <li>sexual orientation</li> <li>citizenship</li> <li>military status</li> </ul>	<i>Refer to your employment handbook or Collective Bargaining Agreement.</i>
	7. Spokane Human Rights Ordinance C32232	Spokane Human Rights Commission 1330 N. Washington St. Ste. 2460 Spokane, WA 99201 (509) 568-3196 <a href="https://my.spokanecity.org/bcc/commissions/spokane-human-rights-commission/">https://my.spokanecity.org/bcc/commissions/spokane-human-rights-commission/</a>	<i>Within City of Spokane limits:</i> <ul style="list-style-type: none"> <li>employers of 8 or more employees</li> <li>employment agencies</li> <li>labor organizations</li> </ul>	<ul style="list-style-type: none"> <li>race/color</li> <li>national origin</li> <li>disability</li> <li>age</li> <li>familial or marital status</li> <li>sex</li> <li>sexual orientation</li> <li>religion</li> </ul>	6 months

This resource is:

<https://legalvoice.org/wp-content/uploads/2022/12/EqualEmploymentOpportunityLawsWA.pdf>

Appendix to:

[www.legalvoice.org/employment-descrimination/](http://www.legalvoice.org/employment-descrimination/)

**This publication provides general information concerning your rights and responsibilities. It is not intended as a substitute for specific legal advice.** This information is current as of September 2023. Updated by Britt Glass. Resources updated June 2025.

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