



# Washington State Law Prohibits Discrimination in Employment

## Protected Classes

- Race
- Color
- National Origin
- Sex
- Creed
- Disability—Sensory, Mental or Physical
- HIV, AIDS, and Hepatitis C
- Age (40 yrs old and older)
- Marital Status
- Pregnancy or maternity
- Sexual Orientation or Gender Identity
- Use of a service animal by a person with a disability
- Honorably discharged Veteran or Military status
- Retaliation for filing a whistleblower complaint with the state auditor
- Retaliation for filing a nursing home abuse complaint
- Retaliation for opposing an unfair practice

## PROHIBITED UNFAIR EMPLOYMENT PRACTICES

**AN EMPLOYER OF EIGHT (8) OR MORE EMPLOYEES MAY NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS:  
FOR EXAMPLE, AN EMPLOYER CANNOT:**

- *Refuse to hire you or discharge you from employment*
- *Discriminate in compensation or other terms or conditions of employment*
- *Print, circulate, or use any discriminatory statement, advertisement, publication, or job application form*
- *Make any discriminatory inquiries in connection with prospective employment.*

**LABOR UNIONS MAY NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS.**

**FOR EXAMPLE, A LABOR UNION CANNOT:**

- *Deny membership or membership rights and privileges*
- *Expel from membership*
- *Fail to represent a person in the collective bargaining unit.*

**EMPLOYMENT AGENCIES MAY NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS.**

**FOR EXAMPLE, AN EMPLOYMENT AGENCY MAY NOT:**

- *Discriminate in classification or referrals for employment*
- *Print or circulate any discriminatory statement, advertisement, or publication*
- *Use discriminatory employment application forms, or make discriminatory inquiries in connection with prospective employment.*

**If you have been discriminated  
against, please call or go to:**

**1-800-233-3247 or [www.hum.wa.gov](http://www.hum.wa.gov)**

Washington State  
Human Rights Commission