

EXECUTIVE ORDER 83-12

SEXUAL HARASSMENT

It is the policy of the state of Washington, as an employer, to provide and maintain a working environment for its employees, free from harassment on the basis of sex.

Sexual harassment occurs through unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- A. Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
- B. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- C. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

The best tool for the elimination of sexual harassment is prevention.

NOW, THEREFORE, I, John Spellman, Governor of the state of Washington, by virtue of the power vested in me, direct that state agencies take steps necessary to prevent sexual harassment from occurring, including, but not limited to, the following:

- A. Develop and disseminate among all agency employees a policy statement that defines and strongly expresses disapproval of sexual harassment;
- B. Inform employees of their right to raise and the means of raising the issue of sexual harassment under Chapter 49.60 RCW, or under Title VII of the Civil Rights Act of 1964, as amended in 1972;
- C. Provide training and education in order to eliminate and prevent sexual harassment in the organization;
- D. Develop and exercise appropriate sanctions.

The Department of Personnel, in consultation with the Human Rights Commission, has agreed to provide guidelines and other assistance to all agencies to aid in implementing this order.

Each agency is directed to submit to me no later than October 1, 1983, a report on its implementation of this order.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the State of Washington to be affixed at Olympia

this 24th day of August A.D., Nineteen hundred and eighty-three.

Additional

By:

JOHN SPELLMAN
Governor of Washington

BY THE GOVERNOR:

Secretary of State