



King County

1200 King County
Courthouse
516 Third Avenue
Seattle, WA 98104

Meeting Agenda Government Accountability and Oversight Committee

Councilmembers:
Pete von Reichbauer, Chair;
Reagan Dunn, Vice Chair;
Teresa Mosqueda, Sarah Perry

Lead Staff: Melissa Bailey (206-263-0114)
Co-Lead Staff: Gene Paul (206-477-9378)
Committee Clerk: Blake Wells (206-263-1617)

9:30 AM

Tuesday, September 9, 2025

Hybrid Meeting

Hybrid Meetings: Attend the King County Council committee meetings in person in Council Chambers (Room 1001), 516 3rd Avenue in Seattle, or through remote access. Details on how to attend and/or to provide comment remotely are listed below.

Pursuant to K.C.C. 1.24.035 A. and F., this meeting is also noticed as a meeting of the Metropolitan King County Council, whose agenda is limited to the committee business. In this meeting only the rules and procedures applicable to committees apply and not those applicable to full council meetings.

HOW TO PROVIDE PUBLIC COMMENT: The Government Accountability and Oversight Committee values community input and looks forward to hearing from you on agenda items.

There are three ways to provide public comment:

1. In person: You may attend the meeting and provide comment in the Council Chambers.
2. By email: You may comment in writing on current agenda items by submitting your email comments to kcccomitt@kingcounty.gov. If your email is received by 8:00 a.m. on the day of the meeting, your email comments will be distributed to the committee members and appropriate staff prior to the meeting.
3. Remote attendance at the meeting by phone or computer (see "Connecting to the Webinar" below).

You may provide oral comment on current agenda items during the meeting's public comment period.



Sign language and interpreter services can be arranged given sufficient notice (206-848-0355).
TTY Number - TTY 711.
Council Chambers is equipped with a hearing loop, which provides a wireless signal that is picked up by a hearing aid when it is set to 'T' (Telecoil) setting.



You have the right to language access services at no cost to you. To request these services, please contact Language Access Coordinator, Tera Chea at 206 477 9259 or email tera.chea2@kingcounty.gov by 8:00 a.m. three business days prior to the meeting.

CONNECTING TO THE WEBINAR:

Webinar ID: 871 9559 4726

By computer using the Zoom application at <https://zoom.us/join> and the webinar ID above.

Via phone by calling 1 253 215 8782 and using the webinar ID above.

HOW TO WATCH/LISTEN TO THE MEETING REMOTELY: There are several ways to watch or listen in to the meeting:

- 1) Stream online via this link: <http://www.kingcounty.gov/kctv>, or input the link web address into your web browser.
- 2) Watch King County TV on Comcast Channel 22 and 322(HD) and Astound Broadband Channels 22 and 711(HD)
- 3) Listen to the meeting by telephone – See “Connecting to the Webinar” above.

To help us manage the meeting, if you do not wish to be called upon for public comment please use the Livestream or King County TV options listed above, if possible, to watch or listen to the meeting.

1. **Call to Order**

2. **Roll Call**

3. **Approval of Minutes** p. 5

June 10, 2025 and July 8, 2025 meeting minutes.

4. **Public Comment**

To show a PDF of the written materials for an agenda item, click on the agenda item below.



Sign language and interpreter services can be arranged given sufficient notice (206-848-0355).
TTY Number - TTY 711.
Council Chambers is equipped with a hearing loop, which provides a wireless signal that is picked up by a hearing aid when it is set to 'T' (Telecoil) setting.



Consent

5. [Proposed Motion No. 2025-0150](#) p. 12

A MOTION confirming the executive's appointment of Jesse Anderson, who works in council district eight, to the Puget Sound Emergency Radio Network operator board of directors, as King County's primary representative.

Sponsors: Mosqueda

Miranda Leskinen, Council staff

6. [Proposed Motion No. 2025-0151](#) p. 12

A MOTION confirming the executive's appointment of Ian Huri, who works in council district eight, to the Puget Sound Emergency Radio Network operator board of directors, as an alternate for the King County representative.

Sponsors: Mosqueda

Miranda Leskinen, Council staff

Discussion and Possible Action

7. [Proposed Ordinance No. 2025-0018](#) p. 25

AN ORDINANCE relating to antidiscrimination text and making technical corrections, amending Ordinance 18665, Section 1, as amended, and K.C.C. 2.15.005, Ordinance 16692, Section 2, as amended, and K.C.C. 2.15.010, Ordinance 12014, Section 18, as amended, and K.C.C. 3.12.180, Ordinance 18757, Section 2, as amended, and K.C.C. 3.12D.010, Ordinance 18757, Section 4, as amended, and K.C.C. 3.12D.020, Ordinance 10159, Section 14, as amended, and K.C.C. 6.27A.120, Ordinance 11992, Section 2, as amended, and K.C.C. 12.16.010, Ordinance 11992, Section 2, as amended, and K.C.C. 12.16.020, Ordinance 11992, Section 7, as amended, and K.C.C. 12.16.050, Ordinance 11992, Section 9, as amended, and K.C.C. 12.16.070, Ordinance 10849, Section 19, as amended, and K.C.C. 12.16.125, Ordinance 13981, Section 1, as amended, and K.C.C. 12.17.002, Ordinance 13981, Section 2, as amended, and K.C.C. 12.17.010, Ordinance 7430, Section 1, as amended, and K.C.C. 12.18.010, Ordinance 7430, Section 2, as amended, and K.C.C. 12.18.020, Ordinance 5280, Section 1, as amended, and K.C.C. 12.20.010, Ordinance 5280, Section 2, as amended, and K.C.C. 12.20.020, Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.040, Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.050, Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.060, Ordinance 5280, Section 10, as amended, and K.C.C. 12.20.130, Ordinance 8625, Section 1, as amended, and K.C.C. 12.22.010, Ordinance 8625, Section 2, as amended, and K.C.C. 12.22.020, Ordinance 8625, Section 3, as amended, and K.C.C. 12.22.030, Ordinance 8034, Section 3, as amended, and K.C.C. 22.16.030.



Sign language and interpreter services can be arranged given sufficient notice (206-848-0355).
TTY Number - TTY 711.
Council Chambers is equipped with a hearing loop, which provides a wireless signal that is picked up by a hearing aid when it is set to 'T' (Telecoil) setting.



Sponsors: Upthegrove

Olivia Brey, Council staff

Other Business

Adjournment



Sign language and interpreter services can be arranged given sufficient notice (206-848-0355).
TTY Number - TTY 711.
Council Chambers is equipped with a hearing loop, which provides a wireless signal that is picked up
by a hearing aid when it is set to 'T' (Telecoil) setting.





King County

1200 King County
Courthouse
516 Third Avenue
Seattle, WA 98104

Meeting Minutes Government Accountability and Oversight Committee

Councilmembers:

*Pete von Reichbauer, Chair;
Reagan Dunn, Vice Chair;
Teresa Mosqueda, Sarah Perry*

Lead Staff: Melissa Bailey (206-263-0114)

Co-Lead Staff: Gene Paul (206-477-9378)

Committee Clerk: Blake Wells (206-263-1617)

9:30 AM

Tuesday, June 10, 2025

Hybrid Meeting

DRAFT MINUTES

1. **Call to Order**

Chair von Reichbauer called the meeting to order at 9:30 a.m.

2. **Roll Call**

Councilmember Dembowski was also in attendance.

Present: 4 - von Reichbauer, Dunn, Mosqueda and Perry

3. **Approval of Minutes**

Councilmember Perry moved approval of the May 13, 2025 meeting minutes. Seeing no objections, the minutes were approved.

4. **Public Comment**

There was no one present to provide public comment.

Discussion and Possible Action

5. [Proposed Motion No. 2025-0102](#)

A MOTION confirming the executive's appointment of Crystal Goodwin, who resides in council district seven, to the King County Library System board of trustees.

Gene Paul, Council staff, briefed the committee. Crystal Goodwin, appointee to the King County Library System Board of Trustees, provided comments and answered questions from the members. Heidi Daniel, Executive Director, King County Library System, provided remarks.

A motion was made by Councilmember Perry that this Motion be Recommended Do Pass Consent. The motion carried by the following vote:

Yes: 4 - von Reichbauer, Dunn, Mosqueda and Perry

6. [Proposed Ordinance No. 2025-0085](#)

AN ORDINANCE relating to the personnel system; amending Ordinance 9088, Section 1, and K.C.C. 3.12.005, Ordinance 12014, Section 5, as amended, and K.C.C. 3.12.010, Ordinance 12014, Section 6, and K.C.C. 3.12.020, Ordinance 12014, Section 7, as amended, and K.C.C. 3.12.040, Ordinance 12014, Section 8, as amended, and K.C.C. 3.12.042, Ordinance 12014, Section 9, as amended, and K.C.C. 3.12.044, Ordinance 12014, Section 10, and K.C.C. 3.12.050, Ordinance 12014, Section 11, as amended, and K.C.C. 3.12.060, Ordinance 4324, Section 14, and K.C.C. 3.12.080, Ordinance 12014, Section 12, and K.C.C. 3.12.090, Ordinance 12014, Section 13, as amended, and K.C.C. 3.12.100, Ordinance 12014, Section 14, as amended, and K.C.C. 3.12.110, Ordinance 12014, Section 15, as amended, and K.C.C. 3.12.120, Ordinance 12014, Section 34, as amended, and K.C.C. 3.12.123, Ordinance 12077, Section 3, as amended, and K.C.C. 3.12.125, Ordinance 4324, Section 38, and K.C.C. 3.12.140, Ordinance 12014, Section 18, as amended, and K.C.C. 3.12.180, Ordinance 18572, Section 1, as amended, and K.C.C. 3.12.184, Ordinance 12014, Section 36, as amended, and K.C.C. 3.12.188, Ordinance 12014, Section 19, as amended, and K.C.C. 3.12.190, Ordinance 12052, Section 1, as amended, and K.C.C. 3.12.210, Ordinance 12014, Section 20, as amended, and K.C.C. 3.12.215, Ordinance 18408, Section 2, as amended, and K.C.C. 3.12.219, Ordinance 12014, Section 21, as amended, and K.C.C. 3.12.220, Ordinance 18191, Section 4, and K.C.C. 3.12.221, Ordinance 15558, Section 2, as amended, and K.C.C. 3.12.222, Ordinance 12014, Section 22, as amended, and K.C.C. 3.12.223, Ordinance 13743, Section 1, as amended, and K.C.C. 3.12.224, Ordinance 7956, Section 6, as amended, and K.C.C. 3.12.225, Ordinance 19563, Section 7, as amended, and K.C.C. 3.12.227, Ordinance 12014, Section 23, as amended, and K.C.C. 3.12.230, Ordinance 12077, Section 5, as amended, and K.C.C. 3.12.240, Ordinance 12014, Section 25, as amended, and K.C.C. 3.12.250, Ordinance 12014, Section 26, as amended, and K.C.C. 3.12.260, Ordinance 9967, Section 2, as amended, and K.C.C. 3.12.262, Ordinance 12014, Section 27, as amended, and K.C.C. 3.12.270, Ordinance 12014, Section 28, and K.C.C. 3.12.280, Ordinance 12014, Section 29, as amended, and K.C.C. 3.12.290, Ordinance 12014, Section 30, as amended, and K.C.C. 3.12.300, Ordinance 4324, Section 9, and K.C.C. 3.12.310, Ordinance 12014, Section 31, as amended, and K.C.C. 3.12.330, Ordinance 12498, Sections 1, 4-7, and K.C.C. 3.12.335, Ordinance 12014, Section 32, as amended, and K.C.C. 3.12.350, Ordinance 12014, Section 33, and K.C.C. 3.12.360, Ordinance 16640, Section 3, as amended, and K.C.C. 3.12.400, Ordinance 12943, Section 13, and K.C.C. 3.12A.010, Ordinance 12943, Section 14, as amended, and K.C.C. 3.12A.020, Ordinance 12943, Section 15, and K.C.C. 3.12A.030, Ordinance 12943, Section 16, and K.C.C. 3.12A.040, Ordinance 12943, Section 17, as amended, and K.C.C. 3.12A.050, Ordinance 12943, Section 18, and K.C.C. 3.12A.060, Ordinance 18696, Section 2, and K.C.C. 3.12S.010, Ordinance 12014, Section 46, as amended, and K.C.C. 3.14.010, Ordinance 8179, Section 2, and K.C.C. 3.14.020, Ordinance 12014, Section 47, as amended, and K.C.C. 3.14.030,

Ordinance 12014, Section 48, as amended, and K.C.C. 3.14.040, Ordinance 1282, Section 6, as amended, and K.C.C. 3.15.060, Ordinance 12014, Section 50, as amended, and K.C.C. 3.15.020, Ordinance 12014, Section 54, and K.C.C. 3.15.110, Ordinance 12014, Section 51, as amended, and K.C.C. 3.15.025, Ordinance 14233, Section 5, as amended, and K.C.C. 3.15.120, Ordinance 12014, Section 52, as amended, and K.C.C. 3.15.030, Ordinance 14233, Section 6, as amended, and K.C.C. 3.15.130, Ordinance 14233, Section 7, as amended, and K.C.C. 3.15.140, Ordinance 1780, Section 3, as amended, and K.C.C. 3.15.050, Ordinance 197, Section 1, as amended, and K.C.C. 3.16.010, Ordinance 11480, Section 5, and K.C.C. 3.16.012, Ordinance 10631, Section 2, as amended, and K.C.C. 3.16.015, Ordinance 197, Section 2, as amended, and K.C.C. 3.16.020, Ordinance 11480, Section 7, as amended, and K.C.C. 3.16.025, Ordinance 8658, Section 1, as amended, and K.C.C. 3.16.040, Ordinance 12014, Section 55, as amended, and K.C.C. 3.16.050, Ordinance 14287, Section 5, as amended, and K.C.C. 3.16.055, Ordinance 13000, Section 2, as amended, and K.C.C. 3.16.060, Ordinance 1902, Section 1, as amended, and K.C.C. 3.28.010, Ordinance 12077, Section 12, as amended, and K.C.C. 3.30.010, Ordinance 11183, Section 1, and K.C.C. 3.30.020, Ordinance 10930, Sections 3-4, as amended, and K.C.C. 3.30.030, Ordinance 12077, Section 14, as amended, and K.C.C. 3.30.050, Ordinance 12077, Section 15, as amended, and K.C.C. 3.30.060, Ordinance 10930, Section 11, as amended, and K.C.C. 3.30.070, Ordinance 8575, Section 1, as amended, and K.C.C. 3.36.010, Ordinance 8575, Section 2, as amended, and K.C.C. 3.36.020, Ordinance 8575, Section 3, as amended, and K.C.C. 3.36.030, Ordinance 17332, Section 4, and K.C.C. 3.36.035, Ordinance 16035, Section 5, as amended, and K.C.C. 3.36.045, Ordinance 16035, Section 6, as amended, and K.C.C. 3.36.055, Ordinance 16035, Section 7, as amended, and K.C.C. 3.36.065, Ordinance 16035, Section 8, as amended, and K.C.C. 3.36.075, adding new sections to K.C.C. chapter 3.15, adding a new section to K.C.C. chapter 3.30, recodifying K.C.C. 3.15.060, K.C.C. 3.15.110, K.C.C. 3.15.120, K.C.C. 3.15.130, K.C.C. 3.15.140, K.C.C. 3.15.145, and K.C.C. 3.15.135, repealing Ordinance 4324, Section 7, as amended, and K.C.C. 3.12.030, Ordinance 12014, Section 16, and K.C.C. 3.12.130, Ordinance 4324, Section 37, and K.C.C. 3.12.150, Ordinance 4324, Section 34, and K.C.C. 3.12.160, Ordinance 12014, Section 17, as amended, and K.C.C. 3.12.170, Ordinance 11149, Sections 1-4, as amended, and K.C.C. 3.12.187, Ordinance 14591, Section 2, as amended, and K.C.C. 3.12.218, Ordinance 12014, Section 24, as amended, and K.C.C. 3.12.247, Ordinance 4324, Section 33, as amended, and K.C.C. 3.12.320, Ordinance 4324, Section 4, and K.C.C. 3.12.340, Ordinance 9498, Section 14, and K.C.C. 3.12.365, Ordinance 1282, Section 5, as amended, and K.C.C. 3.15.040, Ordinance 1282, Section 7, as amended, and K.C.C. 3.15.070, Ordinance 8299, Section 1, and K.C.C. 3.15.080, Ordinance 12014, Section 53, as amended, and K.C.C. 3.15.100, Ordinance 16818, Section 1, and K.C.C. 3.15.150, Ordinance 16818, Section 2, as amended, and K.C.C. 3.15.160, Ordinance 16818, Section 3, and K.C.C. 3.15.170, and Ordinance 16818, Section 4, as amended, and K.C.C. 3.15.180, and establishing an expiration date.

Gene Paul, Council staff, briefed the committee and answered questions from the members. Jay Osborne, Director, Department of Human Resources, provided comments.

A motion was made by Councilmember Perry that this Ordinance be Recommended Do Pass. The motion carried by the following vote:

Yes: 4 - von Reichbauer, Dunn, Mosqueda and Perry

7. [Proposed Ordinance No. 2025-0090](#)

AN ORDINANCE relating to privacy rights, limiting the collection of gender information; and amending Ordinance 12550, Section 3, as amended, and K.C.C. 2.14.030.

Councilmember Dembowski provided remarks. Gene Paul, Council staff, briefed the committee. Monisha Harrell, Director, Office of Equity, Racial and Social Justice, provided comments and answered questions from the members. Jay Osborne, Director, Department of Human Resources, also provided comments.

A motion was made by Councilmember Mosqueda that this Ordinance be Recommended Do Pass Consent. The motion carried by the following vote:

Yes: 4 - von Reichbauer, Dunn, Mosqueda and Perry

Briefing

8. [Briefing No. 2025-B0088](#)

Audit Report: Jail Health Services

Brooke Leary, Audit Director, King County Auditor's Office, briefed the committee. Basil Hariri, Auditor II, King County Auditor's Office, and Mia Neidhardt, Supervising Auditor, King County Auditor's Office, briefed the committee via a PowerPoint presentation and answered questions from the members. Danotra McBride, Jail Health Services Deputy Division Director, Public Health - Seattle & King County, provided comments and answered questions from the members.

This matter was Presented

9. [Briefing No. 2025-B0089](#)

Audit Report: King County's Cybersecurity Program

The Chair recessed the meeting at 10:33 a.m. into Executive Session under RCW 42.30.110(1)(a)(ii), regarding information related to systems security and/or vulnerabilities and other information that if made public may increase the risk to the confidentiality, integrity, or availability of agency security or to information technology infrastructure or assets.

*The Chair extended Executive Session for 10 minutes, until 10:53 a.m.
The Chair extended Executive Session for 10 minutes, until 11:03 a.m.
The Chair reconvened the meeting at 11:03 a.m.*

This matter was Presented

Other Business

There was no other business to come before the committee.

Adjournment

The meeting was adjourned at 11:04 a.m.

Approved this _____ day of _____

Clerk's Signature



King County

1200 King County
Courthouse
516 Third Avenue
Seattle, WA 98104

Meeting Minutes Government Accountability and Oversight Committee

Councilmembers:

*Pete von Reichbauer, Chair;
Reagan Dunn, Vice Chair;
Teresa Mosqueda, Sarah Perry*

Lead Staff: Melissa Bailey (206-263-0114)

Co-Lead Staff: Gene Paul (206-477-9378)

Committee Clerk: Blake Wells (206-263-1617)

9:30 AM

Tuesday, July 8, 2025

Hybrid Meeting

DRAFT MINUTES

1. Call to Order

Chair von Reichbauer called the meeting to order at 9:30 a.m.

2. Roll Call

Present: 3 - von Reichbauer, Dunn and Perry

Excused: 1 - Mosqueda

3. Approval of Minutes

This item was not addressed.

4. Public Comment

There was no one present to provide comments.

Discussion and Possible Action

5. [Proposed Motion No. 2025-0148](#)

A MOTION confirming the executive's appointment of Marsha Matsumoto, who resides in council district four, to the King County board of ethics.

Olivia Brey, Council staff, briefed the committee. Marsha Matsumoto, appointee to the King County Board of Ethics, provided comments and answered questions from the members. Thomas Barrington, Staff Liaison, King County Board of Ethics, provided remarks.

A motion was made by Councilmember Dunn that this Motion be Recommended Do Pass Consent. The motion carried by the following vote:

Yes: 3 - von Reichbauer, Dunn and Perry

Excused: 1 - Mosqueda

Briefing

6. [Briefing No. 2025-B0107](#)

King County International Airport Real Estate Management Briefing

David Decoteau, Deputy Director, King County International Airport (KCIA), and Gil White, Real Estate Services Section, Facilities Management Division, briefed the committee via a PowerPoint presentation and answered questions from the members. John Parrott, Director, KCIA, answered questions from the members.

This matter was Presented

Other Business

There was no other business to come before the committee.

Adjournment

The meeting was adjourned at 10:13 a.m.

Approved this _____ day of _____

Clerk's Signature



King County

Metropolitan King County Council Government Accountability and Oversight Committee

STAFF REPORT

Agenda Items:	5 and 6	Name:	Miranda Leskinen
Proposed No.:	2025-0150 and 2025-0151	Date:	September 9, 2025

SUBJECT

Proposed Motion 2025-0150 would confirm the Executive's appointment of Jesse Anderson, who works in Council District 8, to the Puget Sound Emergency Radio Network Operator (PSERN) Board of Directors, as the representative of the King County Executive or designee.

Proposed Motion 2025-0151 would confirm the Executive's appointment of Ian Huri, who works in Council District 8, to the Puget Sound Emergency Radio Network (PSERN) Operator Board of Directors, as the alternate for the King County representative to the Board.

BACKGROUND

The King County Council approved Ordinance 17993 in March 2015, authorizing a ballot measure for the capital, transition, and financing costs for PSERN to be funded through a nine-year property tax levy. Voters approved the ballot measure in April of that year. PSERN replaced the county's former emergency radio communications system (known as 'KCERCS').

Ordinance 19165, approved by the King County Council in September 2020, authorized the Executive to execute the Puget Sound Emergency Radio Network Operator Interlocal Cooperation Agreement (PSERN Operator ILA) with the cities of Auburn, Bellevue, Federal Way, Issaquah, Kent, Kirkland, Mercer Island, Redmond, Renton, Seattle and Tukwila to create the PSERN Operator¹ that assumed ownership and control of the Puget Sound Emergency Radio Network (PSERN) following project full system acceptance (FSA).

The PSERN Operator ILA also established a Board of Directors to serve as the governing body of the PSERN Operator. Table 1 on the next page provides an overview of the Board's composition.

¹ Per the PSERN Operator ILA, the PSERN Operator is established as a new separate governmental agency under RCW 39.34.030(3)(b) that is organized as a nonprofit corporation under RCW chapter 24.06 as authorized by the Interlocal Cooperation Act (Chapter 39.34 RCW) to assume ownership and control of PSERN following project full system acceptance.

Table 1. PSERN Board of Directors Composition

4 Voting Members	King County Executive <i>or</i> designee approved by the King County Council
	City of Seattle Mayor <i>or</i> designee
	One mayor <i>or</i> city manager <i>or</i> designee representing Eastside Public Safety Communications Agency (EPSCA) member cities
	One mayor <i>or</i> city manager <i>or</i> designee representing Valley Communications Center (Valley Com) member cities
2 Non-voting Members	Representative appointed by the King County Police Chiefs & Sheriff Association
	Representative selected jointly by the King County Fire Commissioners Association and the King County Fire Chiefs Association

As noted in Table 1, the appointment of a designee of the King County Executive to serve as the King County representative to the Board requires King County Council confirmation by motion. This requirement would be fulfilled by Council approval of Proposed Motions 2025-0150 and 2025-0151.

APPOINTEE INFORMATION

Undersheriff Jesse Anderson has over 30 years of policing experience with the King County Sheriff's Office (KCSO) and has long-term working relationships within KCSO and with its contract partners. In addition to having a bachelor's degree and many supervisory & management training classes, Undersheriff Anderson graduated from the FBI National Academy and the Northwestern University Center for Public Safety, School of Police Staff & Command. Undersheriff Anderson has served as the County's alternate designee to the PSERN Board of Directors (Motion 16310).

Ian Huri is the Division Chief for the Support Services Division of the KCSO. Division Chief Huri joined the KCSO after a 21-year career at the Snohomish County Sheriff's Office. In addition to holding a Master of Science in Management and Leadership from Western Governors University and a Bachelor of Arts in Criminal Justice from Washington State University, Division Chief Huri graduated from the Northwestern University Center for Public Safety, School of Police Staff & Command, and he is a recipient of the FBI-LEEDA Trilogy award for completing Supervisor, Command and Executive Leadership Institutes.

ANALYSIS

Staff has not identified any issues with the proposed appointments. They appear to be consistent with the requirements of Ordinance 19165.

ATTACHMENTS

1. Proposed Motion 2025-0150
2. Transmittal Letter
3. Proposed Motion 2025-0151

4. Transmittal Letter
5. Board Profile

**KING COUNTY**

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report**Motion****Proposed No. 2025-0150.1****Sponsors Mosqueda**

- 1 A MOTION confirming the executive's appointment of
- 2 Jesse Anderson, who works in council district eight, to the
- 3 Puget Sound Emergency Radio Network operator board of
- 4 directors, as King County's primary representative.
- 5 BE IT MOVED by the Council of King County:
- 6 The county executive's appointment of Jesse Anderson, who works in council
- 7 district eight, to the Puget Sound Emergency Radio Network operator board of directors,

8 as King County's primary representative, is hereby confirmed.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: None



King County

Shannon Braddock

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104

206-477-3306 Fax 206-296-0194

TTY Relay: 711

www.kingcounty.gov

May 20, 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 a proposed Motion confirming the appointment of Jesse Anderson, who works in council district eight, to the Puget Sound Emergency Radio Network (PSERN) operator board of directors, as King County's primary representative.

Undersheriff Anderson's bio, PSERN board profile, and appointment letter, are enclosed to serve as supporting and background information to assist the Council in considering confirmation.

Thank you for your consideration of the proposed legislation. If you have any questions about this appointment, please have your staff call Tala Mahmoud, External Affairs Coordinator, at (206) 477-3306.

Sincerely,

Shannon Braddock
King County Executive

Enclosures

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
Melani Hay, Clerk of the Council

Karan Gill, Deputy Executive, Chief of Staff, Office of the Executive
Stephanie Pure, Council Relations Director, Office of the Executive

The Honorable Girmay Zahilay

May 20, 2025

Page 2

Tala Mahmoud, External Affairs Coordinator, Office of the Executive
Tracey Doss, Staff Liaison
Undersheriff Jesse Anderson

**KING COUNTY**

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report**Motion****Proposed No. 2025-0151.1****Sponsors Mosqueda**

- 1 A MOTION confirming the executive's appointment of Ian
2 Huri, who works in council district eight, to the Puget
3 Sound Emergency Radio Network operator board of
4 directors, as an alternate for the King County
5 representative.
- 6 BE IT MOVED by the Council of King County:
- 7 The county executive's appointment of Ian Huri, who works in council district
8 eight, to the Puget Sound Emergency Radio Network operator board of directors, as an

- 9 alternate for the King County representative, is hereby confirmed.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: None



King County

Shannon Braddock

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104

206-477-3306 Fax 206-296-0194

TTY Relay: 711

www.kingcounty.gov

May 20, 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 a proposed Motion confirming the appointment of Ian Huri, who works in council district eight, to the Puget Sound Emergency Radio Network (PSERN) operator board of directors, as an alternate for the King County representative.

Chief Huri's bio, PSERN board profile, and appointment letter, are enclosed to serve as supporting and background information to assist the Council in considering confirmation.

Thank you for your consideration of the proposed legislation. If you have any questions about this appointment, please have your staff call Tala Mahmoud, External Affairs Coordinator, at (206) 477-3306.

Sincerely,

Shannon Braddock
King County Executive

Enclosures

cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
Melani Hay, Clerk of the Council
Karan Gill, Deputy Executive, Chief of Staff, Office of the Executive
Stephanie Pure, Council Relations Director, Office of the Executive
Tala Mahmoud, External Affairs Coordinator, Office of the Executive

The Honorable Girmay Zahilay
May 20, 2025
Page 2

Tracey Doss, Staff Liaison
Chief Ian Huri

Puget Sound Emergency Radio Network Operator (PSERN)

DATE: 5/1/2025

TOTAL NUMBER OF MEMBERS: 6

LENGTH OF TERM: No term length

BOARD MEMBERS APPOINTED

Pos.	Name	KCC District	Background / Representing	Initial Appointment	Term Expires	Number of Appointed Terms
1	Undersheriff Jesse Anderson (pending)	Countywide	King County Primary Representative	1/1/2024	Ongoing	1
2	Chief Harold Scoggins	NA	City of Seattle Representative	1/1/2024	Ongoing	1
3	Kurt Triplett	NA	Eastside Public Safety Communications Agency Cities Primary Representative	1/1/2024	Ongoing	1
4	Vonnie Mayer	NA	Valley Communications Center Cities Primary Representative	1/1/2024	Ongoing	1
5	Chris Elwell	NA	Fire Representative (non-voting)	1/1/2024	Ongoing	1
6	Chief Dan Yourkoski	NA	Policy Representative (non-voting)	1/1/2024	Ongoing	1

ALTERNATE BOARD MEMBERS APPOINTED

Pos.	Name	KCC District	Background / Representing	Initial Appointment	Term Expires	Number of Appointed Terms
	Chief Ian Huri	Countywide	King County Alternate		Ongoing	1

Pos.	Name	KCC District	Background / Representing	Initial Appointment	Term Expires	Number of Appointed Terms
1	Undersheriff Jesse Anderson	Countywide	King County Primary Representative		Ongoing	1

	Chief Ian Huri (pending)	Countywide	King County Alternate		Ongoing	1
--	--------------------------	------------	-----------------------	--	---------	---



King County

Metropolitan King County Council Government Accountability and Oversight Committee

STAFF REPORT

Agenda Item:	7	Name:	Olivia Brey
Proposed No.:	2025-0018	Date:	September 9, 2025

SUBJECT

The proposed ordinance would add two protected classes, "status as a family caregiver" and "military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression," throughout the antidiscrimination-related text in King County Code and make technical corrections.

The proposed striking amendment would provide a definition for protected classes that the antidiscrimination-related text in King County Code would refer to, add "citizenship and immigration status" as a protected class, and make additional technical corrections.

SUMMARY

In 2020, King County voters adopted a charter amendment to add "status as a family caregiver" and "military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression" to the King County Charter's antidiscrimination section. In the same year, Washington state added "citizenship and immigration status" to the Law Against Discrimination.

Proposed Ordinance 2025-0018 would amend King County's antidiscrimination-related code to add the two protected classes that were added to the 2020 Charter Amendment and address inconsistencies in the lists of protected classes. Striking amendment, S1, would replace the text of the legislation as it was introduced to make clarifications and other changes for consistency, as well as adding a noncodified section to state the intent of the legislation. The striking amendment would also add "citizenship and immigration status" to the list of protected classes and establish a section for definitions for protected classes for ease of reference throughout King County Code (K.C.C.).

BACKGROUND

Federal Antidiscrimination Protections. According to the U.S. Equal Employment Opportunity Commission, it is illegal to discriminate against an applicant or employee, "because of that person's race, color, religion, sex (including transgender status, sexual

orientation, and pregnancy), national origin, age (40 or older), disability, or genetic information."¹

State Antidiscrimination Protections. Washington State's Law Against Discrimination, Revised Code of Washington (RCW) 49.60,² includes protections against a person's, "race, creed, color, national origin, citizenship or immigration status, families with children, sex, marital status, sexual orientation, age, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability." State law also protects against discrimination on the basis of ethnicity,³ religious affiliation disclosure,⁴ and gender identity or expression⁵ but those protected classes are not included in the purpose of the chapter.⁶

In 2020, Engrossed Senate Bill 5165⁷ expanded prohibitions on discrimination to include discrimination based on a person's citizenship or immigration status, unless differential treatment on the basis of citizenship or immigration status is authorized by federal or state law, regulation, or government contract.

2020 Charter Amendment. In July 2020, the Council adopted Ordinance 19135,⁸ to place a ballot proposal on the November 2020 general election to amend Section 840, the Antidiscrimination section, of the King County Charter.⁹ The charter amendment, approved by King County voters, expanded protection from discrimination in employment or compensation of county officers or employees, as well as prohibiting the County from contracting with any parties that discriminate on the basis of the following protected classes:

- status as a family caregiver
- military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression.

The amendment was recommended in the 2018-2019 King County Charter Review Commission: Report to the King County Council.¹⁰ The Report notes that the Commission recommended that "status as a family caregiver" be added to the Charter to prevent the many families that are providing care to elderly parents or infant children from being discriminated against in County hiring or contracting. The Report was silent on the definition of "status as a family caregiver," as well as the intent of the familial relationship or health conditions that would be covered under the added protected class.

¹ [U.S. Equal Employment Commission website on Prohibited Employment Policies/Practices](#)

² [Chapter 49.60 RCW](#)

³ [RCW 49.60.400](#)

⁴ [RCW 49.60.208](#)

⁵ [RCW 49.60.040](#)

⁶ [RCW 49.60.010](#)

⁷ [ESB 5165](#)

⁸ [King County – File #: 2020-0207](#)

⁹ [King County Charter](#)

¹⁰ [2018-2019 King County Charter Review Commission: Report to the King County Council November 2019](#)

In the Report, the Commission stated that those who have served our country through military service should be protected against discrimination in hiring and contracting, including those who have been honorably discharged or other than honorably discharged due to their sexual identification or gender identity.

Office of Equity and Racial and Social Justice. The Office of Equity and Racial and Social Justice (OERSJ) was established through Ordinance 19541 in 2022.¹¹ OERSJ is responsible for operating the County's civil rights program and enforcing the nondiscrimination ordinances, which are identified as K.C.C. chapters 12.17, 12.18, 12.20, and 12.22.¹² OERSJ is also responsible for receiving complaints related to the County's Citizenship and Immigration Ordinance.¹³ OERSJ receives complaints of discrimination through an online form.¹⁴

Proposed Ordinance 2025-0018 as Introduced. Proposed Ordinance 2025-0018 was introduced by outgoing Councilmember Uptegrove on January 14, 2025, in response to constituent feedback. The constituent noted that the King County Code antidiscrimination provisions were not consistent with the Charter. The proposed legislation, as introduced, would amend King County Code to add the two protected classes that were added to the 2020 Charter Amendment (i.e., status as a family caregiver and military status or status as a veteran honorably discharged or discharged as a result of sexual orientation or gender identity or expression) and address inconsistencies in the lists of protected classes, as well as other technical corrections.

While advancing the legislation following Councilmember Uptegrove's departure from the Council, Councilmembers Dembowski and Barón requested that staff prepare a striking amendment which would make clarifications and other changes for consistency and would make additional changes to the list of the protected classes throughout King County Code.

ANALYSIS

Proposed Ordinance 2025-0018 would amend King County's antidiscrimination-related code to add the two protected classes that were added to the King County Charter in the 2020 Charter Amendment, "status as a family caregiver" and "military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression." The proposed ordinance would also address inconsistencies in the lists of protected classes and make technical corrections.

Striking amendment, S1, would replace the text of the legislation as it was introduced to make clarifications and changes for consistency and add "citizenship and immigration status" to the list of protected classes. The rest of the analysis for the proposed ordinance will be focused on the striking amendment, S1.

¹¹ [King County – File #:2022-0394](#)

¹² [K.C.C. 2.16.025](#)

¹³ [K.C.C. 2.15.100](#)

¹⁴ [King County Civil Rights Program Complaint Form](#)

Antidiscrimination protections in King County Code. Language to prohibit discrimination is present in multiple sections of King County Code. Each instance applies to different circumstances, as described in Table 1. The striking amendment, S1, to Proposed Ordinance 2025-0018 amends the list of protected classes within each section of King County Code that has antidiscrimination language but does not make changes to the circumstances of the protections.

Table 1. Antidiscrimination Provisions in King County Code

PO 2025-0018, S1 Section Number	K.C.C. Section	Provisions Related to Antidiscrimination and Protected Classes
1	2.15.005	Prohibits the County from conditioning services based on citizenship and immigration status; limits data collection and sharing
2	2.15.010	
3	2.15.020	
4	2.15.XXX ¹⁵	
5	3.12.180	Prohibits the County from discrimination in employment and states that the County is an equal opportunity employer
7	3.12D.010	Prohibits discrimination and harassment toward an employee; requires biennial reporting on workplace discrimination and harassment complaints
8	3.12D.020	
9	6.27A.120	Prohibits discrimination by cable franchisee or applicant of a franchise for services and employment
10	7.01.010	Defines discrimination and equal opportunity employment; related to advertising and sponsorship for parks and recreation facilities
11	12.16.010	Prohibits contractors, subcontractors, and vendors doing business with the County from any discriminatory practices
12	12.16.020	
13	12.16.050	
14	12.16.070	
15	12.16.125	
16	12.17.002	Prohibits discrimination by private parties contracting for goods and services greater than \$5,000 in unincorporated King County and discrimination by King County government in its own contracting
17	12.17.010	
18	12.18.010	Prohibits private employers in unincorporated King County with eight or more employees and King County government as an employer from discriminating against their employees
19	12.18.020	

¹⁵ At the time of this staff report, the code reviser has not compiled [Ordinance 19963](#), which will create a new section to K.C.C. chapter 2.15

PO 2025-0018, S1 Section Number	K.C.C. Section	Provisions Related to Antidiscrimination and Protected Classes
20	12.20.010	Prohibits discrimination in the rental, sale, or financing of housing in unincorporated King County
21	12.20.020	
22	12.20.040	
23	12.20.050	
24	12.20.060	
25	12.20.130	
26	12.22.010	Prohibits discrimination in public establishments in unincorporated King County, such as hotels, restaurants, bars, sporting arenas, theaters, retail stores, and mobile home parks
27	12.22.020	
28	12.22.030	
29	22.16.030	Prohibits discrimination in appointments made to the Stadium Advisory Board

Definition of Protected Classes. The striking amendment would create a new section within K.C.C. chapter 3.12D¹⁶ which establishes a single definition for "protected classes" that includes definitions for several individual classes. Other sections of King County Code relating to antidiscrimination are proposed in the striking amendment to cross-reference to this definition for ease of reference and improved consistency.

The proposed definition for protected classes includes the following 15 individual classes:

1. sex;
2. race;
3. color;
4. national origin;
5. ethnicity;
6. religious affiliation;
7. disability;
8. sexual orientation;
9. gender identity or expression;
10. age except by minimum age and retirement provisions;
11. status as a family caregiver;
12. parental status;
13. marital status;
14. military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression; and
15. citizenship or immigration status

¹⁶ Section 6 of Striking Amendment, S1

Most of the individual classes included in the proposed definition of "protected classes" are already included as protected from discrimination in King County Code or the Charter, though there are inconsistencies throughout the various code chapters. By establishing a single definition for the protected classes and having the various antidiscrimination provisions in King County Code refer to that single definition, the inconsistencies would be eliminated. In addition, the striking amendment, S1, proposes the elimination of some terms, duplicative of those in the list above, as discussed later in this staff report.

The Protected Classes Matrix, which is Attachment 4 to this staff report, provides a table that shows which individual classes were already included in each section of King County Code and if they would be maintained or slightly modified to provide uniformity, added, or removed in striking amendment, S1.

Changes to the list of protected classes. The individual classes that would be added most frequently throughout King County Code are:

1. status as a family caregiver;
2. military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression;
3. citizenship or immigration status; and
4. ethnicity.

The Charter already protects the first two classes in circumstances related to employment or compensation of county officers or employees and County contracts. Additionally, these first two protected classes were included in Title 7.¹⁷ State legislation provided protections for the latter two classes.¹⁸

The individual classes that would be removed throughout King County Code are:

- ancestry,
- creed, and
- use of a service or assistive animal by a person with a disability.

These terms appear to be duplicative with other terms among the 15 classes included in the definition for protected classes.

In some code provisions, there are additional classes that are unique to the circumstances of those sections and would not be included in the single definition of protected classes, therefore they are indicated separately within the applicable code section. For example, in K.C.C. section 12.20 regarding housing, a person cannot be discriminated against based on their participation in the Section 8 voucher program or

¹⁷ [King County – File #:2024-0007](#)

¹⁸ [RCW 49.60.010](#) and [RCW 49.60.400](#)

other housing subsidy program.¹⁹ That protection would be listed separately within K.C.C. section 12.20.

Definitions of individual classes. Definitions for several of the individual classes are also included in the new section that would be added in the striking amendment, many of which are from other sections of King County Code. The definition of "disability" would be modified to remove duplicative language and would be applied uniformly throughout the striking amendment.

The definition for "caregiver," also referred to as "family caregiver," is new to King County Code, but is similar to definitions used in the Veterans, Seniors, & Human Services Levy (VSHSL).^{20,21}

Additional changes in the striking amendment. The striking amendment would make clarifications to language throughout the ordinance. In order to have the clarified language applied consistently in K.C.C., additional sections were added to the striking amendment.²²

A new section was also added in the striking amendment to state the intent of the legislation.

AMENDMENTS

As referenced throughout this staff report, there is a striking amendment, S1, as well as a title amendment, T1.

Striking Amendment S1. Striking Amendment, S1, would add "citizenship and immigration status" as a protected class, as well as make clarifications and address inconsistencies in the lists of protected classes, including:

- adding new section in K.C.C. chapter 3.12D with a single definition of "protected classes" and includes definitions for several of the protected classes that are listed;
- replacing the lists of protected classes throughout K.C.C. to refer to the definition in K.C.C. chapter 3.12D to eliminate inconsistencies. As a result, the striking amendment would expand the applicability for some of the protected classes including ethnicity, parental status, and citizenship or immigration status, and

¹⁹ The definition in [K.C.C. 12.20.020](#) notes that means this includes short- or long-term federal, state, or local government, private, nonprofit, or other assistance program in which a tenant's rent is paid either partially or completely by the program, through a direct arrangement between the program and the owner or lessor of the real property.

²⁰ In [Ordinance 19604](#), the 2023 VSHSL, caregiver was defined as, "a person who cares for or supervises another person who requires care or supervision due to disability, chronic illness or a need for support in activities of daily living. "Caregiver" includes individuals providing care for a family member or someone with whom they have an ongoing personal relationship independent of their caregiver roles."

²¹ In [Ordinance 18555](#), the 2017 VSHSL, caregiver was defined as, "a person who, without pay, cares for or supervises another person who requires such care or supervision due to disability, chronic illness or, in the case of a senior, age-related decline. Government-provided benefits or financial assistance provided directly to a person for being a caregiver are not considered pay within this definition."

²² Sections 3 and 4 of Striking Amendment, S1

eliminate duplicative terms including ancestry, creed, and use of a service or assistive animal; and

- making additional technical corrections, including adding sections of K.C.C. to ensure that the technical corrections are made consistently.

The striking amendment would also add a noncodified section to document the intent of the legislation.

Title Amendment T1. The title amendment would conform the title to striking amendment, S1.

INVITED

- Monisha Harrell, Director, Office of Equity and Racial and Social Justice
- Allison Holcomb, Deputy General Counsel to the King County Executive

ATTACHMENTS

1. Proposed Ordinance 2025-0018
2. Striking Amendment S1
3. Title Amendment T1
4. Protected Classes Matrix



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance

Proposed No. 2025-0018.1

Sponsors Upthegrove, Barón and
Dembowski

1 AN ORDINANCE relating to antidiscrimination text and
2 making technical corrections, amending Ordinance 18665,
3 Section 1, as amended, and K.C.C. 2.15.005, Ordinance
4 16692, Section 2, as amended, and K.C.C. 2.15.010,
5 Ordinance 12014, Section 18, as amended, and K.C.C.
6 3.12.180, Ordinance 18757, Section 2, as amended, and
7 K.C.C. 3.12D.010, Ordinance 18757, Section 4, as
8 amended, and K.C.C. 3.12D.020, Ordinance 10159, Section
9 14, as amended, and K.C.C. 6.27A.120, Ordinance 11992,
10 Section 2, as amended, and K.C.C. 12.16.010, Ordinance
11 11992, Section 2, as amended, and K.C.C. 12.16.020,
12 Ordinance 11992, Section 7, as amended, and K.C.C.
13 12.16.050, Ordinance 11992, Section 9, as amended, and
14 K.C.C. 12.16.070, Ordinance 10849, Section 19, as
15 amended, and K.C.C. 12.16.125, Ordinance 13981, Section
16 1, as amended, and K.C.C. 12.17.002, Ordinance 13981,
17 Section 2, as amended, and K.C.C. 12.17.010, Ordinance
18 7430, Section 1, as amended, and K.C.C. 12.18.010,
19 Ordinance 7430, Section 2, as amended, and K.C.C.

12.18.020, Ordinance 5280, Section 1, as amended, and
K.C.C. 12.20.010, Ordinance 5280, Section 2, as amended,
and K.C.C. 12.20.020, Ordinance 5280, Section 3, as
amended, and K.C.C. 12.20.040, Ordinance 5280, Section
3, as amended, and K.C.C. 12.20.050, Ordinance 5280,
Section 3, as amended, and K.C.C. 12.20.060, Ordinance
5280, Section 10, as amended, and K.C.C. 12.20.130,
Ordinance 8625, Section 1, as amended, and K.C.C.
12.22.010, Ordinance 8625, Section 2, as amended, and
K.C.C. 12.22.020, Ordinance 8625, Section 3, as amended,
and K.C.C. 12.22.030, Ordinance 8034, Section 3, as
amended, and K.C.C. 22.16.030.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance 18665, Section 1, as amended, and K.C.C. 2.15.005 are
hereby amended to read as follows:

The definitions in this section apply throughout this chapter unless the context
clearly requires otherwise.

A. "Administrative warrant" means a noncriminal immigration warrant of arrest,
order to detain or release aliens, notice of custody determination, notice to appear,
removal order, warrant of removal, or any other document, issued by ICE, CBP, or
USCIS that can form the basis for a person's arrest or detention for a civil immigration
enforcement purpose. ICE administrative warrant forms include the U.S. DHS form I-
200 (Rev. 09/16) "Warrant for Arrest of Alien" and Form I-205 "Warrant Of

43 Removal/Deportation," as well as predecessor and successor versions. "Administrative
44 warrant" does not include any criminal warrants issued upon a judicial determination of
45 probable cause and in compliance with the Fourth Amendment to the United States
46 Constitution.

47 B. "Agency" means a King County department, agency, division, commission,
48 council, committee, board, other body, or person, established by authority of an
49 ordinance, executive order, or charter.

50 C. "Agent" means a person acting within the scope of employment by or acting
51 on behalf of an agency.

52 D. "CBP" means the United States Customs and Border Protection agency of the
53 United States Department of Homeland Security and shall include any successor federal
54 agency charged with border enforcement.

55 E. "Citizenship or immigration status" means a person's recorded citizenship or
56 immigration status, as such status is defined in the Immigration and Nationality Act, at
57 the time an agent or agency receives the information.

58 F. "Civil immigration enforcement operation" means an operation that has as one
59 of its objectives the identification or apprehension of a person or persons in order to
60 investigate them for a violation of the immigration laws and subject them to one or more
61 of the following:

- 62 1. Civil immigration detention;
- 63 2. Removal proceedings; and
- 64 3. Removal from the United States.

65 G. "Coerce" means to use express or implied threats towards a person or any
66 family member of a person that attempts to put the person in immediate fear of the
67 consequences in order to compel that person to act against the person's will.

68 H. "Commitment" means confinement in secure detention for a specified amount
69 of time following a determination of guilt. "Commitment" does not include pretrial
70 detention of any persons such as those who are unable to post bail.

71 I. "Employee" means a person who is appointed as an employee by the
72 appointing authority of a county agency, office, department, council, board, commission,
73 or other separate unit or division of county government, however designated, acting
74 within the scope of employment by or acting on behalf of the county. "County
75 employee" also includes a county elected official and a member of a county board,
76 commission, committee, or other multimember body, but does not include an official or
77 employee of the county's judicial branch, though it does include an employee of the
78 department of judicial administration.

79 J. "ICE" means the United States Immigration and Customs Enforcement agency
80 including Enforcement and Removal Operations and Homeland Security Investigations
81 and shall include any successor federal agency charged with the enforcement of
82 immigration laws.

83 K. "Immigration detainer" means a request by ICE to a federal, state, or local law
84 enforcement agency, such as the King County department of adult and juvenile detention,
85 to provide notice of release or maintain custody of a person based on an alleged violation
86 of a civil immigration law. "Immigration detainer" includes a detainer issued under
87 Sections 236 or 287 of the Immigration and Nationality Act or 287.7 or 236.1 of Title 8

88 of the Code of Federal Regulations. "Immigration detainer" includes a detainer issued
89 under DHS form I-274A entitled Immigration Detainer- Notice of Action, as well as
90 predecessor and successor versions.

91 L. "Interpretation" means the transfer of an oral communication from one
92 language to another.

93 M. "Limited-English-proficient" means a person who does not speak English as
94 the person's primary language, who has a limited ability to read, speak, write, or
95 understand English.

96 N. "Nonpublic" means any area of a county facility, including the secure
97 detention facilities of the department of adult and juvenile detention that is not generally
98 open and accessible to the general public, but instead requires special permission for
99 admittance by a county employee on an individual basis.

100 O. "Personal information" means one or more of the following, when the
101 information is linked with or is reasonably linkable, including via analytic technology, to
102 the person's first name or first initial and last name:

- 103 1. Home address;
 - 104 2. Work address;
 - 105 3. Telephone number;
 - 106 4. Electronic mail address;
 - 107 5. Social media handle or other identifying social media information;
 - 108 6. Any other means of contacting a person;
 - 109 7. Social security number;
 - 110 8. Driver's license number or Washington identification card number;
-

111 9. Bank account number or credit or debit card number;

112 10. Information or data collected through the use or operation of an automated

113 license plate recognition system; and

114 11. User name that, in combination with a password or security question and

115 answer, would permit access to an online account.

116 P. "Public communication materials" means materials that are intended for broad

117 distribution to inform or educate people served by King County. For the purpose of

118 translation, "public communication materials" refers only to printed media such as

119 brochures, posters, booklets, pamphlets, billboards, and advertisements in printed

120 publications.

121 Q. "Translation" means the transfer of a written communication from one

122 language to another while preserving the intent and essential meaning of the original text.

123 R. "USCIS" shall mean the United States Citizenship and Immigration Services

124 and any successor agency charged with overseeing United States immigration laws.

125 S. "Verbal abuse" means the use of a remark which is overtly insulting, mocking,

126 or belittling directed at a person based upon the actual or perceived:

127 1. Race, color, sex, ~~((religion))~~ religious affiliation, national origin, English

128 proficiency, disability, age except by minimum age and retirement provisions, status as a

129 family caregiver, sexual orientation, ~~((or))~~ gender identity or expression ~~((of the person))~~,

130 or military status or status as a veteran who was honorably discharged or who was

131 discharged solely as a result of the person's sexual orientation or gender identity or

132 expression; or

133 2. Citizenship or immigration status of the person or the person's family
134 member.

135 T. "Vital documents" are materials that provide essential information for
136 accessing basic county services and benefits and for which serious consequences would
137 result if the information were not provided.

138 SECTION 2. Ordinance 16692, Section 2, as amended, and K.C.C. 2.15.010 are
139 hereby amended to read as follows:

140 A. Except as otherwise provided in this section or when otherwise required by
141 law, a Reverend Doctor Martin Luther King, Jr., County office, department, employee,
142 agency, or agent shall not condition the provision of county services on the citizenship or
143 immigration status of any person.

144 B. All applications, questionnaires, and interview forms used in relation to the
145 provision of county benefits, opportunities, or services shall be reviewed by each agency,
146 and any question requiring disclosure of information related to citizenship, immigration
147 status, or national origin unless required by state or federal law, or international treaty,
148 shall be deleted. Agencies that are required by state or federal law, or international
149 treaty, to collect immigration status or national origin information must separate that
150 information from personal information in the agencies' records as soon as is practicable.

151 C. The department of public health shall not condition the provision of health
152 benefits, opportunities, or services on matters related to citizenship, national origin, or
153 immigration status. The department of public health may inquire about or disclose
154 information relating to a person's citizenship, national origin, or immigration status for

155 the purpose of determining eligibility for benefits or seeking reimbursement from federal,
156 state, or other third-party payers.

157 D. Except when otherwise required by law, where the county accepts
158 presentation of a state-issued driver's license or identification card as adequate evidence
159 of identity, presentation of a state-issued document marked as not valid for federal
160 purposes or presentation of a photo identity document issued by the person's nation of
161 origin, such as a driver's license, passport, or other consul-issued document, such as a
162 Matricula Consular de Alta Seguridad, shall also be accepted and shall not subject the
163 person to a higher level of scrutiny or different treatment than if the person had provided
164 a Washington state driver's license or identification card. A request for translation of
165 such a document to English shall not be deemed a violation of any provision of this
166 chapter; however, translation services may not be provided by any federal immigration
167 authority. This subsection does not apply to documentation required to complete a
168 federal I-9 employment eligibility verification form. Once the county agency's legitimate
169 purpose in viewing the required documentation is completed, the documentation shall be
170 promptly returned to its owner. Copies of the required documentation shall not be made
171 or maintained by a county agency unless otherwise required by law.

172 E. A county employee or an agent or agency of King County shall not inquire
173 about or request, from a member of the public information about the citizenship, national
174 origin, or immigration status or place of birth of any person unless the inquiry, request, or
175 investigation is required by state or federal law, regulation, or directive or court order or
176 rule, or to ensure compliance with any state or federal law, regulation, or directive or
177 court order. When an inquiry, request, or investigation into nationality, immigration

status or citizenship, including place of birth, is required to be or for any reason is made, the King County agent or county employee shall not attempt to coerce a response. All persons to whom the inquiries are made shall be explicitly informed of their right to decline to respond, free from fear or threat of retaliation.

F. Agents of King County and county employees are hereby prohibited from conditioning King County services on immigration status, except where required under applicable federal or state law or regulation or directive or court order or rule. Agents of King County and county employees are prohibited from verbally abusing or coercing persons or threatening to report them or their family members to ICE or threatening to take other immigration-related action against them or their family members.

G. Except where necessary to provide King County services, for performance measurement purposes including data analysis conducted to ensure services are being provided in an equitable and nondiscriminatory manner, or where otherwise required by state or federal law or regulation or directive or court order, King County agents and employees are not permitted to obtain, maintain, or share information about a person's race, color, sex, national origin, ethnicity, language proficiency, ~~((religion))~~ religious affiliation, sexual orientation, gender identity or expression, disability, housing status, financial status, marital status, status as a victim of domestic violence, criminal history, release date from incarceration or confinement in a secure detention or other custody, age except by minimum age and retirement provisions, status as a family caregiver, or military status or status as a veteran.

199 H. Nothing in this chapter shall be construed as to prohibit any county employee,
200 upon request of the noncitizen, from aiding a noncitizen to obtain immigration benefits
201 pursuant federal immigration law.

202 I. An agent of King County or a county employee shall not expend any time,
203 moneys, or other resources on facilitating the civil enforcement of federal immigration
204 law or participating in civil immigration enforcement operations, except where state or
205 federal law, regulation, or court order shall so require. However, a county agency,
206 employee or agent is not prohibited from sending to, or receiving from, federal
207 immigration authorities, information regarding the citizenship or immigration status of a
208 person. Also, nothing in this section prohibits any county agency from sending to,
209 receiving from, requesting from, or exchanging with any federal, state, or local
210 government agency information regarding the immigration status of a person or from
211 maintaining such information.

212 J. Nothing in this section shall be construed to prohibit any county employee
213 from participating in cross-designation or task force activities with federal law
214 enforcement authorities for criminal law enforcement.

215 K. The executive shall ensure that all King County employees and agents receive
216 appropriate training on the implementation of the provisions of this section.

217 SECTION 3. Ordinance 12014, Section 18, as amended, and K.C.C. 3.12.180 are
218 hereby amended to read as follows:

219 A. For purposes of this section:

220 1. "County work force" means persons employed by King County executive
221 departments;

222 2. "Job group" means a grouping of jobs as defined by the United States
223 Department of Labor;

224 3. "Labor force availability rate" means the percentage of persons of color or
225 women with requisite job skills in King County as reported by the United States Census
226 Bureau;

227 4. "Persons of color" means persons in each of the following groups: Blacks;
228 Hispanics; Asian/Pacific Islanders; and Native Americans; and

229 5. "Placement goal" shall equal the labor force availability rate.

230 B. The county is an equal opportunity employer and shall carry out federal, state,
231 and local laws and regulations prohibiting discrimination in employment on the basis of
232 race, color, religion, religious affiliation, creed, national origin, ancestry, sex, sexual
233 orientation, gender identity or expression, age (except by minimum age and retirement
234 provisions), marital status, status as a family caregiver, ~~((honorably discharged veteran or~~
235 ~~military status))~~military status or status as a veteran who was honorably discharged or
236 who was discharged solely as a result of the person's sexual orientation or gender identity
237 or expression, or the presence of a sensory, mental, or physical disability. Further, it is
238 the intent of the county to ensure that employment is based on the principle of equal
239 opportunity and that such a principle shall be implemented in all county personnel-related
240 actions including, but not limited to, recruitment, hiring, testing, training, promotion,
241 compensation, transfer, and all other terms and conditions of employment in all job
242 classifications.

243 C. In order to comply with federal contracting requirements and to ensure equal
244 opportunity for all persons, all county departments shall establish and maintain an

effective equal employment opportunity affirmative action plan, as adopted by the council by ordinance. Such an equal employment opportunity affirmative action((5)) plan shall promote the objectives of public policy set forth in applicable federal and state laws relating to nondiscrimination, equal employment opportunity, affirmative action, and civil rights. Specifically, the plan shall promote the objectives of the State Law Against Discrimination, chapter 49.60 RCW (applicable parts), and provisions of the Washington Administrative Code adopted thereunder. As part of the county's equal employment opportunity affirmative action plan, the executive shall submit by June 1 of every fourth year, commencing with 2018, a proposed ordinance for the approval of an equal employment opportunity affirmative action plan pertaining to executive county departments and agencies to be approved, or modified, by the council by ordinance, or rejected by the council, by January 1 following the plan's submittal to council. The equal employment opportunity affirmative action plan shall include:

1. Information related to county work force statistics, which shall include:

a. a comparison of labor force availability for women and persons of color to the county's actual labor force for women and persons of color as a summary across all departments. The plan shall also compare labor force availability for women and persons of color to the county's actual labor force for women and persons of color by departments and job group. The plan shall also summarize the percentage of total goal setting areas which meet or exceed the labor force availability rate;

b. a summary of the county work force by job group and by race and gender;

266 c. a discussion of the methodology by which the labor force availability and
267 county work force data is developed and a listing of the county job classifications that are
268 included in each job group;

269 d. the total number of persons with disabilities in each job group within the
270 county work force and the total number of persons with disabilities by department
271 voluntarily reported by individuals for equal employment opportunity affirmative action
272 purposes. The plan shall include the number of positions for which an accommodation is
273 currently in effect;

274 e. the total number and percentage of employees by salary range and by race
275 and gender. Salary ranges shall be reported in a manner consistent with the equal
276 employment opportunity data reported by the United States Census Bureau. The plan
277 shall include data reported by the United States Census bureau on the total number and
278 percentage of the labor force working in King County by salary range and by race and
279 gender;

280 f. an analysis by race and gender of the positions filled by promotion during
281 the prior plan period. For the purposes of this subsection, "promotions" means those
282 instances in which an individual advances in salary level because the individual changed
283 to a position with a higher pay range assignment;

284 g. a summary by year for the prior plan period on executive branch
285 discrimination complaints by basis of complaint and complaint status. The summary
286 shall also include data by department on the number of complaints filed by complaint
287 type and the number of people filing complaints; and

h. historical data on the county work force by race and gender. Historical data before 2014 is required only to the extent it is readily available;

2. Placement goals for the plan period. For those job groups within departments where the actual number of women and persons of color employed is less than projected by labor force availability, a placement goal by race and gender shall be established for the entire plan period. A placement goal shall equal the labor force availability rate. Placement goals are used to measure progress toward achieving equal employment opportunity. Placement goals may not be quotas, which must be met, nor do they create set-asides for specific groups. Placement goals may not be used to supersede merit selection principles. Further, existence of a placement goals does not constitute evidence of discrimination. If a placement goal has been established, the plan shall identify the labor force availability rate;

3. Implementation plans for departments. Each implementation plan shall:

a. identify the activities proposed each year during the plan period to meet the department's placement goals. The plan shall discuss how the proposed activities will help the department achieve its placement goals;

b. identify the activities proposed during the plan period by year to recruit, retain and promote women and persons of color in the work force; and

c. identify the specific activities during the plan period, by year, that each department will undertake to increase its hiring, retention, and promotion of persons with disabilities; and

4. A summary of the results of the prior equal employment opportunity affirmative action plan, which shall include:

311 a. a description of the progress of each department in completing the activities
312 listed in subsection C.3. a. through c. of this section proposed in the previous
313 implementation plan. The outcomes of each activity shall be reported. The department
314 of human resources shall provide an evaluation of the effectiveness of each department's
315 implementation activities during the plan period;

316 b. the status of each placement goal established in the prior equal employment
317 opportunity affirmative action plan. For each identified placement goal, the status report
318 shall report the:

319 (1) labor force availability rate;

320 (2) total number of positions filled for the corresponding job group within a
321 department;

322 (3) of the total number reported under subsection C.4.b.(2) of this section, the
323 number of positions that were filled by each race and gender category; and

324 (4) an actual hiring rate for each race and gender category calculated by
325 dividing the number of positions filled by the number of positions filled by each race and
326 gender category; and

327 c. a separate listing of those placement goals for the plan period that were not
328 achieved. Placement goals are considered not achieved when the actual hiring rate is less
329 than the availability rate for the overall plan period. For each placement goal not
330 achieved, the plan shall provide an analysis of why the goals were not met including
331 whether the planned implementation activities were completed. Placement goals shall
332 only be considered not achieved in those instances in which the total number of hires is
333 large enough such that it is statistically reasonable to expect under conditions of equal

employment opportunity that the number of hires by race and gender will reflect work force availability.

D. The executive shall submit a proposed ordinance approving a new four-year equal employment opportunity affirmative action plan to the council within twelve months of the publication of the appropriate data from the ten-year United States Census.

SECTION 4. Ordinance 18757, Section 2, as amended, and K.C.C. 3.12D.010 are hereby amended to read as follows:

A. It is the policy of King County to promote a respectful, nondiscriminatory work environment, free of behavior that is illegal or contributes to interpersonal conflicts, poor performance, or poor morale. Therefore, King County 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))~~religious affiliation, pregnancy, gender identity or expression, sex, domestic violence victimization, sexual orientation, ~~((honorably discharged veteran or military status))~~, status as a family caregiver, military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression, use of a service or assistive animal by a person with a disability, or any other status protected by federal, state, or local law. Additionally, King County prohibits retaliation of any kind against anyone who in good faith reports incidents of harassment, discrimination, or inappropriate conduct.

B. The executive, assessor, director of elections, council, and prosecuting attorney, shall revise their current policies or develop new policies, procedures, and

357 training to prevent and respond to discrimination and harassment, including sexual
358 harassment, and inappropriate conduct. The policies, procedures, and training shall be
359 developed in consultation with subject matter experts and employees and are intended to
360 promote respectful, nondiscriminatory work environments throughout the King County
361 government. The policies, procedures, and training should reflect the recommendations
362 included in the Report of the Co-Chairs of the EEOC Select Task Force on the Study of
363 Harassment in the Workplace. The policies and procedures shall include:

364 1. Definitions of discrimination and harassment, including sexual harassment,
365 and inappropriate conduct;

366 2. A clear and easy-to-understand nondiscrimination, antiharassment and
367 inappropriate conduct policy that includes:

368 a. a description of prohibited conduct, including examples;

369 b. a statement that the reporting system will provide a prompt, thorough, and
370 impartial investigation;

371 c. a statement that the identity of an individual who submits a report, a witness
372 who provides information regarding a report, and the subject of the complaint, will be
373 kept confidential to the extent possible;

374 d. an assurance that King County will take prompt and proportionate corrective
375 action if it determines that harassment or discrimination has occurred;

376 e. an assurance that an individual who submits a report or a witness who
377 provides information regarding a report will be protected from retaliation; and

378 f. a statement that any employee who retaliates against any individual who
379 submits a report or provides information regarding a report will be disciplined
380 appropriately;

381 3. A description of a reporting system for employees that encourages those who
382 experience workplace discrimination and harassment, including sexual harassment, and
383 inappropriate conduct as well as those who observe such behavior to report it. The
384 reporting system shall provide multiple options for reporting such behavior, including
385 county, state, and federal reporting options, as well as an informal mechanism, such as
386 the county's employee assistance program, that allows employees to make inquiries and
387 to resolve issues informally when appropriate;

388 4. Guidelines for how to handle a complaint. The guidelines should cover: how
389 to handle a complaint promptly, effectively, and in way that respects the vulnerability and
390 privacy of the individual reporting the incident; the application and limitations of
391 confidentiality; the legal duties required as an employer; and how to determine the
392 appropriate scope of the investigation process; and

393 5. A plan to require managers and supervisors to promote an inclusive and
394 respectful workplace culture that is free of discrimination and harassment, including
395 sexual harassment, and inappropriate conduct. The executive, assessor, director of
396 elections, council, and prosecuting attorney, shall assist each manager and supervisor
397 within their agencies with compliance with this subsection B.5. and evaluate each
398 manager and supervisor's progress and performance either independently or as part of the
399 ((their)) agencies' performance evaluation process.

400 C.1. The executive, assessor, director of elections, council, and prosecuting
401 attorney shall develop options, including cost information, to deliver training and
402 communications on the county's policies and procedures and on recognizing and
403 preventing discrimination and harassment, including sexual harassment, and
404 inappropriate conduct, and educating employees on the resources and procedures
405 available if such behavior is experienced or observed. Each option may be phased in
406 over time and shall:

407 a. address how the policies and procedures will be regularly communicated to
408 all employees, as well as to all new employees. Resources for employees to understand
409 the policy and procedures shall be easily locatable on-line;

410 b. include training to foster an equitable, respectful, and inclusive workplace;
411 and

412 c. include training for those handling complaints.

413 2. At least one of the training options must be a plan for a regular, interactive
414 training program that includes all of the following:

415 a. in-person or interactive on-line training;

416 b. a plan to address the specific needs of the county's workplaces, considering
417 risk factors of harassment and discrimination, including those identified in the Report of
418 the Co-Chairs of the EEOC Select Task Force on the Study of Harassment in the
419 Workplace, such as those with a disproportionate number of males among its employees
420 and youth employed in a workplace;

421 c. supervisor and manager training that specifically addresses power dynamics
422 and building a healthy workplace culture; and

d. a plan to partner with unions representing county employees in order for unions to become aware of county policies and procedures and be encouraged to foster an environment that is free from discrimination and harassment, including sexual harassment, and inappropriate conduct.

D. The policies, procedures, and training developed by the executive, assessor, director of elections, council, and prosecuting attorney shall specifically address the power dynamics involving staff and elected officials and how to respond to and prevent discrimination, harassment, sexual harassment, and inappropriate conduct by their elected officials.

SECTION 5. Ordinance 18757, Section 4, as amended, and K.C.C. 3.12D.020 are hereby amended to read as follows:

The executive, assessor, director of elections, council, and prosecuting attorney shall report biennially on the number of workplace discrimination and harassment complaints, including sexual harassment, and inappropriate conduct complaints and, when possible, informal inquiries, received by each department each year. The report shall indicate the basis or bases of the complaint, which may be race, color, gender, sex, age, creed, disability, marital status, national origin, ~~((religion))~~ religious affiliation, sexual orientation, pregnancy, gender identity or expression, domestic violence victimization, sexual orientation, honorably discharged veteran or veteran who was discharged solely as a result of the person's sexual orientation or gender identity or expression or military status, status as a family caregiver, use of service or assistive animal by a person with a disability, or any other status protected by federal, state, or local law. The office of equity and racial and social justice shall report on the number of

unfair employment practice complaints filed, 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 first report shall be transmitted to the council by December 31, 2019. All reports under this section shall be electronically filed with the clerk of the council who shall retain an electronic copy and provide an electronic copy to all councilmembers, the council chief of staff and the council chief policy officer.

SECTION 6. Ordinance 10159, Section 14, as amended, and K.C.C. 6.27A.120 are hereby amended to read as follows:

A. A franchisee or applicant for a franchise shall not deny cable service, or otherwise discriminate against any subscriber, access programmer or resident on the basis of race, color, ~~((religion))~~religious affiliation, national origin, physical or mental disability, age, political affiliation, marital status, sexual orientation, gender identity or expression, sex, status as a family caregiver, military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression, or income of the residents of the area in which the person resides. The franchisee shall comply at all times with all other applicable federal, state, and local laws, rules, and regulations relating to nondiscrimination.

B. A franchisee shall not refuse to employ, nor discharge from employment, nor discriminate against any person in compensation or in terms, conditions or privileges of employment because of race, color, ~~((religion))~~religious affiliation, national origin, physical disability, age, political affiliation, marital status, sexual orientation, gender

identity or expression, sex, status as a family caregiver, military status or status as a
veteran who was honorably discharged or who was discharged solely as a result of the
person's sexual orientation or gender identity or expression, or income.

C. A franchisee shall comply with all applicable federal, state, and local equal
employment opportunity requirements.

D. The franchisee shall establish, maintain, and execute an equal employment
opportunity plan and a minority/women's business procurement program, which shall be
consistent with the intent of the county's affirmative action and minority/women's
business procurement policies. Upon request, the franchisee shall file with the cable
office a copy of their equal employment opportunity report submitted annually to the
FCC and shall file with King County office of equity and racial and social justice an
annual compliance report detailing its progress with its minority/women's business
procurement program during the previous year. The franchisee must also provide the
cable office, upon request, copies of all other reports and information filed with federal,
state, or local agencies concerning equal employment opportunity or employment
discrimination laws. This subsection shall apply only to franchise agreements entered
into after December 2, 1991.

E. Despite the other provisions of this section, no provision of this section shall
invalidate any other section of this chapter.

SECTION 7. Ordinance 11992, Section 2, as amended, and K.C.C. 12.16.010 are
hereby amended to read as follows:

The definitions in this section apply throughout this chapter unless the context
clearly requires otherwise.

492 A. "Administrator" means the director of the finance and business operations
493 division in the department of executive services.

494 B. "Contract awarding authority" means any person with the power to enter into a
495 contractual arrangement binding the county and also means the particular office, agency,
496 or division on whose behalf the contract is executed. In addition, "contract awarding
497 authority" includes, but is not limited to, the county executive, heads of county
498 departments or offices and as delegated, division directors.

499 C. "Contractor" means any person, firm, business, organization, company,
500 partnership, corporation, or other legal entity, excluding real property lessors and lessees
501 and government agencies, contracting to do business with the county including, but not
502 limited to, public work contractors, consultant contractors, providers of professional
503 services, service agencies, vendors, and suppliers selling or furnishing materials,
504 equipment, or goods or services.

505 D. "Disability" means the presence of a sensory, mental, or physical impairment
506 that is medically cognizable or diagnosable; or exists as a record or history; or is
507 perceived to exist whether or not it exists in fact. A disability exists whether it is
508 temporary or permanent, common or uncommon, mitigated or unmitigated, or whether or
509 not it limits the ability to work generally or work at a particular job or whether or not it
510 limits any other activity within the scope of this chapter.

511 E. "Disability access laws" means all laws requiring that county services,
512 programs and activities be accessible by people with disabilities including Title II of the
513 Americans with Disabilities Act, Title II of the Telecommunications Act of 1934, as
514 amended, and Section 504 of the Rehabilitation Act of 1973, as amended.

515 F. "Discriminate" means an action, other than an action taken in accordance with
516 lawful equal employment opportunity efforts, or failure to act, whether by itself or as part
517 of a practice, the effect of which is to adversely affect or differentiate between or among
518 individuals or groups of individuals, by reasons of sex, race, color, marital status, national
519 origin, religious affiliation, disability, sexual orientation, gender identity or expression,
520 status as a family caregiver, military status or status as a veteran who was honorably
521 discharged or who was discharged solely as a result of the person's sexual orientation or
522 gender identity or expression, or age except by minimum age and retirement provisions,
523 unless based upon a bona fide occupational qualification.

524 G. "Discrimination" means differential treatment of or pursuit of policies or
525 practices that have a disproportionate impact upon persons due to their sex, race, color,
526 marital status, national origin, religious affiliation, disability, sexual orientation, gender
527 identity or expression, status as a family caregiver, military status or status as a veteran
528 who was honorably discharged or who was discharged solely as a result of the person's
529 sexual orientation or gender identity or expression, or age except by minimum age and
530 retirement provisions, unless based upon a bona fide occupational qualification.

531 H. "Employment" means any and all terms and conditions and policies and
532 practices of employment including, but not limited to, hiring, firing, upgrading,
533 demotion, recruiting, transfer, lay-off, termination, pay rates and advertisement, hours,
534 and conditions of work.

535 I. "Equal employment opportunity" means the availability of employment and
536 advancement of all people based on merit, capability, and potential, and without regard to
537 an individual's sex, race, color, marital status, national origin, religious affiliation,

538 disability, sexual orientation, gender identity or expression, status as a family caregiver,
539 military status or status as a veteran who was honorably discharged or who was
540 discharged solely as a result of the person's sexual orientation or gender identity or
541 expression, or age except by minimum age and retirement provisions, unless based upon
542 a bona fide occupational qualification. "Equal employment opportunity" includes the
543 following components: recruitment, application processing, hiring, job placement,
544 compensation, promotion, transfer, termination₂ and work assignment.

545 J. "Equal employment opportunity efforts" means active efforts to ensure equal
546 opportunity in employment that is free from all forms of discrimination.

547 K. "Equal opportunity" means a system of practices under which individuals are
548 not excluded from any opportunity or benefits because of their sex, race, color, marital
549 status, national origin, religious affiliation, disability, sexual orientation, gender identity
550 or expression, status as a family caregiver, military status or status as a veteran who was
551 honorably discharged or who was discharged solely as a result of the person's sexual
552 orientation or gender identity or expression, or age except by minimum age and
553 retirement provisions, unless based upon a bona fide occupational qualification.

554 L. "Gender identity or expression" means an individual's gender-related identity,
555 appearance₂ or expression, whether or not associated with the individual's sex assigned at
556 birth, and includes an individual's attitudes, preferences, beliefs₂ and practices pertaining
557 to the individual's own gender identity or expression.

558 M. "Lessor" and "lessee" means any person, firm, business, organization,
559 company, partnership, corporation₂ or other legal entity, excluding government agencies,

560 entering into any lease or license for the possession or use of real property with the
561 county.

562 N. "Minority" or "minorities" means a person who is a citizen of the United
563 States and who is a member of one or more of the following historically disadvantaged
564 racial groups:

565 1. Black or African American: Having origins in any of the Black racial groups
566 of Africa;

567 2. Hispanic: Mexican, Puerto Rican, Cuban, Central American, South
568 American or of other Spanish or Portuguese culture or origin, regardless of race;

569 3. Asian American: Having origins in any of the original peoples of the Far
570 East, Southeast Asia, the Indian subcontinent, or the Pacific Islands; or

571 4. American Indian or Alaskan Native: Having origins in any of the original
572 peoples of North America.

573 O. "Permanent workforce" means those persons employed by a bidder, proposer,
574 or contractor for at least six continuous months immediately prior to the bid or proposal
575 opening or the award of a contract by the county, and who are currently employed by the
576 bidder, proposer, or contractor.

577 P. "Reasonable accommodation" means steps taken to modify facilities used by
578 employees or to modify a particular job component which enables an otherwise qualified
579 person with a disability to perform the essential functions of the job.

580 Q. "Sexual orientation" means an individual's attitudes, preferences, beliefs, and
581 practices pertaining to the individual's own sexual orientation including, but not limited
582 to, heterosexuality, homosexuality, and bisexuality.

R. "Underrepresentation" means presence in a contractor's work force of minorities, women, and persons with disabilities, in a particular job category in proportionate numbers less than their representation in the county's labor market area.

SECTION 8. Ordinance 11992, Section 2, as amended, and K.C.C. 12.16.020 are hereby amended to read as follows:

No contractor, subcontractor, or union doing business with the county or a county contractor, who furnishes workers or services in connection therewith, shall discriminate against any person on the basis of sex, race, color, marital status, national origin, religious affiliation, disability, sexual orientation, gender identity or expression, status as a family caregiver, military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression, or age except by minimum age and retirement provisions, unless based upon a bona fide occupational qualification, and no such contractor, subcontractor, or union shall violate any of the terms of chapter 49.60 RCW, Title VII of the Civil Rights Act of 1964, or any other applicable federal, state, or local law or regulation regarding nondiscrimination in employment.

SECTION 9. Ordinance 11992, Section 7, as amended, and K.C.C. 12.16.050 are hereby amended to read as follows:

A. The county's policy, as stated in this chapter, requiring nondiscrimination in contractor and subcontractor employment and equal employment opportunity shall be included in all county contracts, except real property sale and lease transactions and government agency contracts. The requirement of compliance with disability access laws shall be included in all applicable county contracts. A violation of this chapter shall be

606 deemed a breach of a material provision of the contract between the county and the
607 contractor. Such a breach shall be grounds for cancellation, termination, or suspension,
608 in whole or in part, of the contract by the county, or for invoking the enforcement
609 provisions of this chapter providing for penalties, liquidated damages or other remedies,
610 and may result in ineligibility for county contracts. The burden is on the contractor to
611 demonstrate its compliance with this chapter.

612 B. Invitations to bid and requests for proposals for all county contracts, except
613 real property leases, may require the bidder or proposer to comply specifically with equal
614 employment opportunity efforts to follow in the event a contract is awarded to the bidder
615 or proposer. Such efforts shall ensure the contractor and its subcontractors while
616 performing the contract for the county affords equal opportunity in employment.

617 C. Whenever the administrator determines that a contractor's obligations under
618 this chapter need review or updating, the administrator shall notify the contractor, who
619 shall take such steps as are necessary to review or update its equal employment
620 opportunity policies and practices to meet county requirements.

621 D. A bidder may also be required, after award of a contract, to submit permanent
622 workforce information including, but not limited to, the total number of employees for all
623 business locations, a personnel inventory by job category and other such data as may be
624 determined by the administrator.

625 E. Contractors performing under construction contracts shall submit monthly
626 employment reports on such forms and by methods, including electronic submission, as
627 may be established by the administrator. The reports shall include information sufficient
628 to demonstrate the extent to which the contractor has complied with this chapter.

629 F. Neither the provisions of any collective bargaining agreement nor the failure
630 by a union with whom the contractor has a collective bargaining agreement to shall
631 excuse the contractor's obligation under this chapter.

632 G. The following provisions shall be included in contracts awarded by the
633 county, except as provided otherwise in this chapter:

634 1. During performance of the contract, the contractor agrees that it will not
635 discriminate against any employee or applicant for employment because of the employee
636 or applicant's sex, race, color, marital status, national origin, religious affiliation,
637 disability, sexual orientation, gender identity or expression, status as a family caregiver,
638 military status or status as a veteran who was honorably discharged or who was
639 discharged solely as a result of the person's sexual orientation or gender identity or
640 expression, or age except by minimum age and retirement provisions, unless based upon
641 a bona fide occupational qualification. The contractor will take equal employment
642 opportunity efforts to ensure that applicants and employees are treated, without regard to
643 their sex, race, color, marital status, national origin, religious affiliation, disability, sexual
644 orientation, gender identity or expression, status as a family caregiver, military status or
645 status as a veteran who was honorably discharged or who was discharged solely as a
646 result of the person's sexual orientation or gender identity or expression, or age. The
647 equal employment opportunity efforts shall include, but not be limited to, the following:
648 employment, upgrading, demotion or transfer; recruitment or recruitment advertising;
649 layoff or termination; rates of pay or other forms of compensation; and selection for
650 training, including apprenticeships. The contractor agrees to post in conspicuous places

651 available to employees and applicants for employment notices setting forth this
652 nondiscrimination clause;

653 2. The contractor shall permit access by the administrator to the contractor's
654 records of employment, employment advertisements, application forms, other pertinent
655 data and records related to the contract for the purpose of monitoring, audit, and
656 investigation to determine compliance with this chapter; and

657 3. The contractor shall implement and carry out the obligations in this chapter
658 and the contract regarding equal employment opportunity. The county shall consider the
659 failure to implement and carry out such obligations in good faith as a material breach of
660 the contract and grounds for withholding payment and/or termination of the contract and
661 dismissal of the contractor.

662 I. All contracts and agreements with the county, under which a contractor
663 provides a service, program, or activity to the general public or under which a contractor
664 provides a service, program, or activity directly to county employees on behalf of the
665 county as the employer shall include the following provisions:

666 1. The contractor agrees to provide to persons with disabilities access to
667 programs, activities, and services provided under the contract or agreement, as required
668 by the disability access laws; and

669 2. The contractor shall not discriminate against persons with disabilities in
670 providing the work under the contract. In any subcontracts for the programs, activities,
671 and services under their contract or agreement with the county, the contractor shall
672 include the requirement that the subcontractor provide to persons with disabilities access
673 to programs, activities, and services provided under the contract or agreement, as

required by the disability access laws, that the subcontractor shall not discriminate against persons with disabilities in providing the work under the contract and that the subcontractor shall provide that the county is a third-party beneficiary to that required provision.

SECTION 10. Ordinance 11992, Section 9, as amended, and K.C.C. 12.16.070 are hereby amended to read as follows:

All labor unions or agencies that refer workers or employees or provide or supervise apprenticeship or other training programs from whom the contractor obtains employees must comply with this chapter, which requires the organization have no discriminatory practices or policies based on sex, race, color, marital status, national origin, religious affiliation, disability, sexual orientation, gender identity or expression, status as a family caregiver, military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression, or age except by minimum age and retirement provisions, unless based upon a bona fide occupational qualification.

SECTION 11. Ordinance 10849, Section 19, as amended, and K.C.C. 12.16.125 are hereby amended to read as follows:

No lessor or lessee doing business with the county shall discriminate on the basis of sex, race, color, marital status, national origin, religious affiliation, disability, sexual orientation, gender identity or expression, status as a family caregiver, military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression, or age except by minimum age and retirement provisions, unless based upon a bona fide occupational

697 qualification, in the employment or application for employment or in the administration
698 or delivery of services or any other benefits under this chapter. The lessor or lessee shall
699 comply fully with all applicable federal, state, and local laws, ordinances, executive
700 orders, and regulations that prohibit such discrimination. These laws include, but are not
701 limited to, chapter 49.60 RCW, and Titles VI and VII of the Civil Rights Act of 1964.
702 The language in this section shall be included in all lease or license agreements for the
703 possession or use of real property, except for agreements with government agencies.

704 SECTION 12. Ordinance 13981, Section 1, as amended, and K.C.C. 12.17.002
705 are hereby amended to read as follows:

706 This chapter is an exercise of the police power of King County for the protection
707 of the public welfare, health, peace, and safety of the residents of King County and in
708 fulfillment of the provisions of the constitution of this state. The King County council
709 hereby finds and declares that practices of discrimination in contracting by business
710 enterprises against any person on the basis of sex, race, color, age, gender, marital status,
711 sexual orientation, gender identity or expression, ~~((religion))~~religious affiliation, ancestry,
712 national origin, disability or use of a service or assistive animal by an individual with a
713 disability, status as a family caregiver, or military status or status as a veteran who was
714 honorably discharged or who was discharged solely as a result of the person's sexual
715 orientation or gender identity or expression constitute matters of local concern and are
716 contrary to the public welfare, health, peace, and safety of the residents of King County.

717 SECTION 13. Ordinance 13981, Section 2, as amended, and K.C.C. 12.17.010
718 are hereby amended to read as follows:

719 The definitions in this section apply throughout this chapter unless the context
720 clearly requires otherwise.

721 A. "Business enterprise" means a licensed business organization located in or
722 doing business in unincorporated King County or that is required to comply with this
723 chapter by the terms of an agreement with King County under K.C.C. 12.17.100.

724 B. "Charging party" means the person aggrieved by an alleged unfair contracting
725 practice or the person making a complaint on another person's behalf, or the office of
726 equity and racial and social justice when the office of equity and racial and social justice
727 files a complaint.

728 C. "Commercially significant contract" means a contract for the provision of
729 services, including, but not limited to, construction services, consulting services, or
730 bonding or other financial services, or the sale of goods that exceeds five thousand
731 dollars.

732 D. "Contract" means an agreement to perform a service or provide goods that
733 entails a legally binding obligation and that is performed or intended to be wholly or
734 partly performed within unincorporated King County or that includes King County as a
735 party. "Contract" does not include the following: a contract for the purchase and sale of
736 residential real estate; a contract for employment; and a collective bargaining agreement.

737 E. "Contracting agency" means a person who for compensation engages in
738 recruiting, procuring, referral, or placement of contracts with a contractor, and that is
739 doing business in King County.

740 F. "Contractor" means a business enterprise, including, but not limited to, a
741 company, partnership, corporation, or other legal entity, excluding real property lessors

742 and lessees, contracting to do business within the county. "Contractor" includes, but is
743 not limited to, a public works contractor, a consultant contractor, a provider of
744 professional services, a service agency, a vendor, and a supplier selling or furnishing
745 materials, equipment, goods₂ or services, but does not include a governmental agency
746 other than King County.

747 G. "Discriminate," "discrimination₂" and "discriminatory act" mean an action,
748 other than an action taken in accordance with a lawful affirmative action program, or
749 failure to act, whether by itself or as part of a practice, the effect of which is to adversely
750 affect or differentiate between or among individuals or groups of individuals, by reasons
751 of sex, race, color, age, gender, marital status, sexual orientation, ~~((religion))~~religious
752 affiliation, ancestry, national origin, disability or use of a service or assistive animal by
753 an individual with a disability, status as a family caregiver, or military status or status as a
754 veteran who was honorably discharged or who was discharged solely as a result of the
755 person's sexual orientation or gender identity or expression unless based upon a bona fide
756 contractual qualification.

757 H. "Gender identity or expression" means an individual's gender-related identity,
758 appearance₂ or expression, whether or not associated with the individual's sex assigned at
759 birth, and includes an individual's attitudes, preferences, beliefs₂ and practices pertaining
760 to the individual's own gender identity or expression.

761 I. "Marital status" means the presence or absence of a marital relationship and
762 includes the status of married, separated, divorced, engaged, widowed, single₂ or
763 cohabiting.

J. "Party" includes the person making a complaint alleging an unfair contracting practice and the person alleged to have committed an unfair contracting practice.

K. "Person" includes one or more individuals, partnerships, business enterprises, associations, organizations, corporations, cooperatives, legal representatives, trustees, trustees in bankruptcy, receivers, or group of persons, and includes King County.

L. "Respondent" means a person who has been alleged or found to have committed an unfair contracting practice prohibited by this chapter.

M. "Retaliate" means to take action against any person because that person has:

1. Opposed any practice forbidden by this chapter;
2. Complied or proposed to comply with this chapter or any order issued under this chapter; or
3. Filed a complaint, testified, or assisted in any manner in any investigation, proceeding, or hearing initiated under this chapter.

N. "Service or assistive animal" means any dog guide, signal or hearing dog, seizure response dog, therapeutic companion animal, or other animal that does work, performs tasks, or provides medically necessary support for the benefit of an individual with a disability.

O. "Sexual orientation" means an individual's attitudes, preferences, beliefs, and practices pertaining to the individual's own sexual orientation including, but not limited to, actual or perceived heterosexuality, homosexuality, and bisexuality.

P. "Trade association" means an association of businesses organizations engaged in similar fields of business that is formed for mutual protection, the interchange of ideas, information, and statistics or the maintenance of standards within their industry.

787 SECTION 14. Ordinance 7430, Section 1, as amended, and K.C.C. 12.18.010 are
788 hereby amended to read as follows:

789 This chapter is an exercise of the police power of King County for the protection
790 of the public welfare, health, peace, and safety of the residents of King County and in
791 fulfillment of the state Constitution. The King County council hereby finds and declares
792 that practices of employment discrimination against any person on the basis of sex, race,
793 color, age, gender, marital status, sexual orientation, gender identity or expression,
794 ((religion))religious affiliation, ancestry, national origin, disability or use of a service or
795 assistive animal by an individual with a disability, status as a family caregiver, or military
796 status or status as a veteran who was honorably discharged or who was discharged solely
797 as a result of the person's sexual orientation or gender identity or expression constitute
798 matters of local concern and are contrary to the public welfare, health, peace, and safety
799 of the residents of King County.

800 SECTION 15. Ordinance 7430, Section 2, as amended, and K.C.C. 12.18.020 are
801 hereby amended to read as follows:

802 The definitions in this section apply throughout this chapter unless the context
803 clearly requires otherwise:

- 804 A. "Age" means being eighteen years old or older.
- 805 B. "Aggrieved person" includes a person who claims to have been injured by an
806 unfair employment practice.
- 807 C. "Charging party" means any person alleging an unfair employment practice
808 under this chapter by filing a complaint with the office of equity and racial and social
809 justice.

810 D.1. "Disability" means:

811 a. a physical or mental impairment that substantially limits one or more of a

812 person's major life activities, either temporarily or permanently;

813 b. a person has a record of having such an impairment;

814 c. a person is regarded as having such an impairment; or

815 d. a person has any other condition that is a disability under the Washington

816 state Law Against Discrimination, chapter 49.60 RCW, as it pertains to employment.

817 2. "Disability" does not include current, illegal use of a controlled substance, as

818 defined in section 102 of 21 U.S.C. Sec. 802 as it exists on April 16, 2006.

819 E. "Discrimination," "discriminate," or "discriminatory act" means any action or

820 failure to act, whether by itself or as part of a practice, the effect of which is to adversely

821 affect or differentiate between or among, individuals or groups of individuals, by reasons

822 of sex, race, color, age, gender, marital status, sexual orientation, gender identity or

823 expression, (~~(religion)~~)religious affiliation, ancestry, national origin, disability or use of a

824 service or assistive animal by an individual with a disability, status as a family caregiver,

825 or military status or status as a veteran who was honorably discharged or who was

826 discharged solely as a result of the person's sexual orientation or gender identity or

827 expression unless based upon a bona fide occupational qualification.

828 F. "Employee" means any person who works for another in return for financial or

829 other compensation, and does not include any individual employed by the individual's

830 parents, spouse, or child, or in the domestic service of any person.

831 G. "Employer" means King County or any person acting in the interest of an

832 employer, directly or indirectly, who employs eight or more persons in unincorporated

833 King County, and includes neither any religious or sectarian organization not organized
834 for private profit nor any governmental body other than King County.

835 H. "Employment agency" means any person who for compensation engages in
836 recruiting, procuring, referral₂ or placement of employees with an employer.

837 I. "Gender identity or expression" means an individual's gender-related identity,
838 appearance, or expression, whether or not associated with the individual's sex assigned at
839 birth, and includes an individual's attitudes, preferences, beliefs₂ and practices pertaining
840 to the individual's own gender identity or expression.

841 J. "Labor organization" means any organization existing for the purpose of:

842 1. Dealing with employers concerning grievances, terms₂ or conditions of
843 employment; or

844 2. Providing other mutual aid or protection in connection with employment.

845 K. "Marital status" means the presence or absence of a marital relationship and
846 includes the status of married, separated, divorced, engaged, widowed, single₂ or
847 cohabiting.

848 L. "Party" includes the person making a complaint or upon whose behalf a
849 complaint is made alleging an unfair employment practice, the person alleged or found to
850 have committed an unfair employment practice₂ and the office of equity and racial and
851 social justice.

852 M. "Person" includes one or more individuals, partnerships, associations,
853 organizations, corporations, cooperatives, legal representatives, trustees, trustees in
854 bankruptcy, receivers₂ or groups of persons₂ and includes King County.

855 N. "Respondent" means any person who is alleged to or found to have committed
856 an unfair employment practice prohibited by this chapter.

857 O. "Service or assistive animal" means a dog guide, signal or hearing dog,
858 seizure response dog, therapeutic companion animal, or other animal that does work,
859 performs tasks, or provides medically necessary support for the benefit of an individual
860 with a disability.

861 P. "Settlement discussions" or "conference, conciliation, and persuasion" means
862 the attempted resolution of issues raised by a complaint, or by the investigation of a
863 complaint, through informal negotiations involving the charging party, the respondent
864 and the office of equity and racial and social justice.

865 Q. "Sexual orientation" means an individual's attitudes, preferences, beliefs, and
866 practices pertaining to the individual's own sexual orientation including, but not limited
867 to, actual or perceived heterosexuality, homosexuality, and bisexuality.

868 SECTION 16. Ordinance 5280, Section 1, as amended, and K.C.C. 12.20.010 are
869 hereby amended to read as follows:

870 This chapter is an exercise of the police power of King County for the protection
871 of the public welfare, health, peace, and safety of the residents of King County and in
872 fulfillment of the state Constitution. The King County council finds and declares that
873 practices of housing discrimination against any persons on the basis of sex, race, color,
874 ~~((religion))~~ religious affiliation, national origin, ancestry, age, gender, marital status,
875 ~~((parental status))~~, participation in the Section 8 program or other housing subsidy
876 program, alternative source of income, sexual orientation, gender identity or expression,
877 disability or use of a service or assistive animal by an individual with a disability, status

878 as a family caregiver, or military status or status as a veteran who was honorably
879 discharged or who was discharged solely as a result of the person's sexual orientation or
880 gender identity or expression constitute matters of local concern and are contrary to the
881 public welfare, health, peace, and safety of the residents of King County.

882 SECTION 17. Ordinance 5280, Section 2, as amended, and K.C.C. 12.20.020 are
883 hereby amended to read as follows:

884 The definitions in this section apply throughout this chapter unless the context
885 clearly requires otherwise.

886 A. "Aggrieved person" includes a person who:

- 887 1. Claims to have been injured by an unfair housing practice; or
888 2. Believes that the person will be injured by an unfair housing practice that is
889 about to occur.

890 B. "Alternative source of income" means lawful, verifiable income derived from
891 sources other than wages, salaries, or other compensation for employment. It includes
892 but is not limited to moneys derived from Social Security benefits, other retirement
893 programs, supplemental security income, unemployment benefits, child support, the state
894 Aged, Blind, or Disabled Cash Assistance Program, state Refugee Cash Assistance and
895 any other federal, state, local government, private, or nonprofit-administered cash benefit
896 program.

897 C. "Charging party" means any person alleging an unfair housing practice under
898 this chapter by filing a complaint with the office of equity and racial and social justice.

899 D.1. "Disability" means:

900 a. a physical or mental impairment that substantially limits one or more of a
901 person's major life activities, either temporarily or permanently;

902 b. a person has a record of having such an impairment;

903 c. a person is regarded as having such an impairment; or

904 d. a person has any other condition that is a disability under the Washington
905 state Law Against Discrimination, chapter 49.60 RCW, as it pertains to real estate and
906 housing.

907 2. "Disability" does not include current, illegal use of a controlled substance, as
908 defined in section 102 of 21 U.S.C. Sec. 802 as it exists on April 16, 2006.

909 E. "Discriminate" means any action or failure to act, whether by single act or as
910 part of a practice, the effect of which is to adversely affect or differentiate between or
911 among individuals or groups of individuals, because of sex, race, color,
912 ~~((religion))~~religious affiliation, national origin, ancestry, age, gender, marital status,
913 ~~((parental status))~~, participation in the Section 8 program or other housing subsidy
914 program, alternative source of income, sexual orientation, gender identity or expression,
915 disability~~((s))~~ or use of a service or assistive animal by an individual with a disability,
916 status as a family caregiver, or military status or status as a veteran who was honorably
917 discharged or who was discharged solely as a result of the person's sexual orientation or
918 gender identity or expression.

919 F. "Dwelling" or "dwelling unit" mean any building, structure or portion of a
920 building or structure that is occupied as, or designed or intended for occupancy as, a
921 residence by one or more families or individuals, and any vacant land that is offered for

922 sale or lease for the construction or location thereon of any such a building, structure, or
923 portion of a building or structure.

924 G. "Family caregiver" means being a parent, step parent, adoptive parent,
925 guardian, foster parent, custodian of a minor child or children, spouse, or relative who has
926 primary responsibility for the care or supervision of an adult or child who does not
927 receive direct, public, or private payment such as a wage for the caregiving services they
928 provide.

929 ~~((G))~~H. "Gender identity or expression" means an individual's gender-related
930 identity, appearance, or expression, whether or not associated with the individual's sex
931 assigned at birth, and includes an individual's attitudes, preferences, beliefs, and practices
932 pertaining to the individual's own gender identity or expression.

933 ~~((H))~~I. "Housing accommodations" means any dwelling or dwelling unit,
934 rooming unit, rooming house, lot, or parcel of land in unincorporated King County that is
935 used, intended to be used or arranged or designed to be used as, or improved with, a
936 residential structure for one or more human beings.

937 ~~((I))~~J. "Marital status" means the presence or absence of a marital relationship
938 and includes the status of married, separated, divorced, engaged, widowed, single, or
939 cohabiting.

940 ~~((J.1. "Parental status" means one or more individuals, who have not attained the~~
941 ~~age of eighteen years, being domiciled with:~~

942 ~~a. a parent or another person having legal custody of the individual or~~
943 ~~individuals; or~~

944 ~~b. the designee of such a parent or other person having the custody, with the~~
945 ~~written permission of the parent or other person.~~

946 ~~2. The protections afforded against discrimination on the basis of familial status~~
947 ~~apply to a person who is pregnant or is in the process of securing legal custody of an~~
948 ~~individual who has not attained the age of eighteen years.))~~

949 K. "Participation in the Section 8 program or other housing subsidy program"
950 means participating in a short- or long-term federal, state, or local government, private,
951 nonprofit, or other assistance program in which a tenant's rent is paid either partially or
952 completely by the program, through a direct arrangement between the program and the
953 owner or lessor of the real property. Other housing subsidy programs include, but are not
954 limited to, the federal Veteran Affairs Supportive Housing vouchers, state Housing and
955 Essential Needs funds and short-term rental assistance provided by rapid rehousing
956 subsidies.

957 L. "Party" includes the person charging or making a complaint or upon whose
958 behalf a complaint is made alleging an unfair practice, the person alleged or found to
959 have committed an unfair practice and the office of equity and racial and social justice.

960 M. "Person" means one or more individuals, partnerships, associations,
961 organizations, corporations, cooperatives, legal representatives, trustees and receivers, or
962 any group of persons; including any owner, lessee, proprietor, housing manager, agent, or
963 employee whether one or more natural persons. "Person" also includes any political or
964 civil subdivisions of the state and any agency or instrumentality of the state or of any
965 political or civil subdivision of the state.

966 N. "Real estate transaction" includes, but is not limited to, the sale, conveyance,
967 exchange, purchase, rental, lease, or sublease of real property.

968 O. "Real estate-related transaction" means any of the following:

969 1. The making or purchasing of loans or providing other financial assistance:

970 a. for purchasing, constructing, improving, repairing, or maintaining real

971 property; or

972 b. secured by real property; or

973 2. The selling, brokering, or appraising of real property.

974 P. "Real property" includes, but is not limited to, buildings, structures, real estate,

975 lands, tenements, leaseholds, interests in real estate cooperatives, condominiums, and

976 hereditaments, corporeal and incorporeal, or any interest therein.

977 Q. "Respondent" means any person who is alleged or found to have committed

978 an unfair practice prohibited by this chapter.

979 R. "Senior citizens" means persons who are sixty-two years of age or older.

980 S. "Service or assistive animal" means a dog guide, signal or hearing dog, seizure

981 response dog, therapeutic companion animal, or other animal that does work, performs

982 tasks, or provides medically necessary support for the benefit of an individual with a

983 disability.

984 T. "Settlement discussions" and "conference, conciliation, and persuasion" mean

985 the attempted resolution of issues raised by a complaint, or by the investigation of a

986 complaint, through informal negotiations involving the charging party, the respondent,

987 and the office of equity and racial and social justice.

988 U. "Sexual orientation" means an individual's attitudes, preferences, belief, and
989 practices pertaining to the individual's own sexual orientation including, but not limited
990 to, actual or perceived heterosexuality, homosexuality, and bisexuality.

991 V. "Verifiable" means the source of income can be confirmed as to its amount or
992 receipt.

993 SECTION 18. Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.040 are
994 hereby amended to read as follows:

995 A. It is a discriminatory practice and unlawful for any person, whether acting on
996 the person's own behalf or for another, because of sex, race, color, ~~((religion))~~religious
997 affiliation, national origin, ancestry, age, gender, marital status, ~~((parental~~
998 ~~-status))~~, participation in the Section 8 program or other housing subsidy program,
999 alternative source of income, sexual orientation, gender identity or expression, disability
1000 or use of a service or assistive animal by an individual with a disability, status as a family
1001 caregiver, or military status or status as a veteran who was honorably discharged or who
1002 was discharged solely as a result of the person's sexual orientation or gender identity or
1003 expression:

1004 1. Except as otherwise provided in subsection A.12. of this section, to refuse to
1005 engage in a real estate transaction with a person or to otherwise make unavailable or deny
1006 a dwelling to any person;

1007 2. To discriminate against a person in the terms, conditions or privileges of a
1008 real estate transaction, including financial terms and conditions such as the setting of
1009 rents or damage deposits, or in the furnishing of facilities or services in connection with
1010 any real estate transaction; however, rents and damage deposits may be adjusted to

1011 recognize the number of persons utilizing the property except insofar as such adjustment
1012 might discriminate based on sex, race, color, ~~((religion))~~religious affiliation, national
1013 origin, ancestry, age, gender, marital status, ~~((parental status))~~, participation in the
1014 Section 8 program or other housing subsidy program, alternative source of income,
1015 sexual orientation, gender identity or expression, disability or use of a service or assistive
1016 animal by an individual with a disability, status as a family caregiver, or military status or
1017 status as a veteran who was honorably discharged or who was discharged solely as a
1018 result of the person's sexual orientation or gender identity or expression;

1019 3. To refuse to receive or to fail to transmit a bona fide offer to engage in a real
1020 estate transaction from a person;

1021 4. To refuse to negotiate for a real estate transaction with a person;

1022 5. To represent to a person that real property is not available for inspection, sale,
1023 rental, or lease when in fact it is so available, to fail to bring a property listing to the
1024 person's attention or to refuse to permit the person to inspect real property;

1025 6. To make, print, circulate, publish, post or mail or cause to be made, printed,
1026 circulated, published, posted, or mailed a statement, notice, advertisement, or sign,
1027 pertaining to a real estate transaction or a real estate related transaction that indicates,
1028 directly or indirectly, an intent to make a limitation, preference or discrimination with
1029 respect to the transaction;

1030 7. To use a form of application or to make a record of inquiry regarding a real
1031 estate transaction or a real estate related transaction that indicates, directly or indirectly,
1032 an intent to make a limitation, preference or discrimination with respect to the
1033 transaction;

1034 8. To offer, solicit, accept, use, or retain a listing of real property with the
1035 understanding that a person might be discriminated against in a real estate transaction or
1036 in the furnishing of facilities or services in connection with the transaction;

1037 9. To expel a person from occupancy of real property;

1038 10. To discriminate against in the course of negotiating or executing a real
1039 estate transaction whether by mortgage, deed of trust, contract, or other instrument
1040 imposing a lien or other security in real property, or in negotiating or executing any item
1041 or service related thereto including issuance of title insurance, mortgage insurance, loan
1042 guarantee, or other aspect of the transaction;

1043 11. To deny any person access to or membership or participation in any
1044 multiple-listing service, real estate brokers' organization, or other service, organization,
1045 or facility relating to the business of selling or renting dwellings, or to discriminate
1046 against any person in the terms or conditions of such access, membership, or
1047 participation; or

1048 12.a. To refuse to lease or rent any real property to any person based on the
1049 person's reliance on the Section 8 program or other housing subsidy programs to make
1050 rental payments unless:

1051 (1) the person's reliance on the Section 8 program or other housing subsidy
1052 programs is conditioned on the real property passing inspection;

1053 (2) the written estimate of the cost of improvements necessary to pass
1054 inspection is more than one thousand five hundred dollars; and

1055 (3) the landlord has not received moneys from the state's landlord mitigation
1056 program, as set forth in chapter 43.31 RCW, to make the improvements.

1057 b. This subsection A.12. shall apply beginning September 30, 2018.

1058 B. It is a discriminatory practice and unlawful for any person, whether acting on
1059 the person's own behalf or for another, to coerce, intimidate, threaten, or interfere with
1060 any other person in the exercise or enjoyment of, on account of the other person having
1061 exercised or enjoyed, or on account of the other person having aided or encouraged any
1062 person in the exercise or enjoyment of, any right granted or protected by this chapter.

1063 C. It is a discriminatory practice and unlawful for any person, whether acting on
1064 the person's own behalf or for another, to discriminate against in the sale or rental of, or
1065 to otherwise make unavailable or deny, a dwelling to any buyer or renter because of a
1066 disability of any one or more of:

1067 1. That buyer or renter;

1068 2. A person residing in or intending to reside in that dwelling after it is so sold,
1069 rented, or made available; or

1070 3. Any person associated with that buyer or renter.

1071 D. It is a discriminatory practice and unlawful for any person, whether acting on
1072 the person's own behalf or for another, to discriminate against any person in the terms,
1073 conditions or privileges of sale or rental of a dwelling, or in the provision of services or
1074 facilities in connection with a dwelling, because of a disability of any one or more of:

1075 1. That person;

1076 2. A person residing in or intending to reside in that dwelling after it is so sold,
1077 rented, or made available; or

1078 3. Any person associated with that person.

1079 E. For the purposes of this chapter, discriminatory practices based either on
1080 disability or use of a service or assistive animal by an individual with a disability are
1081 unlawful and include:

1082 1. Refusal to permit, at the expense of an individual with a disability, reasonable
1083 modifications of existing premises occupied or to be occupied by the person if the
1084 modifications might be necessary to afford the person full enjoyment of the premises.

1085 However, for a rental, the landlord may, if it is reasonable to do so, condition permission
1086 for a modification on the renter agreeing to restore the interior of the premises to the
1087 condition that existed before the modification, reasonable wear and tear excepted;

1088 2. Refusal to make reasonable accommodations in rules, policies, practices, or
1089 services, if the accommodations might be necessary to afford an individual or individuals
1090 with disabilities equal opportunity to use and enjoy a dwelling; or

1091 3. Failure to design, construct and alter dwellings in conformance with 42
1092 U.S.C. 3604 as it exists on April 16, 2006, the Washington State Barrier Free Regulations
1093 (chapter 51-50 WAC, pursuant to chapters 19.27 and 70.92 RCW), other regulations
1094 adopted under 42 U.S.C. 3604 and chapters 19.27 and 70.92 RCW, and all other
1095 applicable laws pertaining to access to individuals with disabilities. If the requirements
1096 of applicable laws differ, the requirements that require greater accessibility to individuals
1097 with disabilities govern.

1098 F. It is discriminatory practice and unlawful for any person, whether acting on the
1099 person's own behalf or for another, to retaliate by taking action against another person
1100 because the other person:

1101 1. Opposed any practice forbidden by this chapter;

2. Complied or proposed to comply with this chapter or any order issued under this chapter; or

3. Filed a complaint, testified, or assisted in any manner in any investigation, proceeding or hearing initiated under this chapter.

SECTION 19. Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.050 are hereby amended to read as follows:

It is a discriminatory practice and unlawful for any person acting for monetary gain, whether acting on the person's own behalf or for another in connection with any real estate-related transaction, whose business includes engaging in real estate-related transactions to discriminate against any person in making available such a transaction, or in the terms or conditions of such a transaction, because of sex, race, color, ~~((religion))~~religious affiliation, national origin, ancestry, age, gender, marital status, ~~((parental status))~~status as a family caregiver, participation in Section 8 program or other housing subsidy program, alternative source of income, sexual orientation, gender identity or expression, disability or use of a service or assistive animal by an individual with a disability, or military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression.

SECTION 20. Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.060 are hereby amended to read as follows:

It is a discriminatory practice and unlawful for any person acting for monetary gain, whether acting on the person's own behalf or others, directly or indirectly, to engage

1124 in the practices of blockbusting or steering, including the commission of any one or more
1125 of the following acts:

1126 A. Inducing or attempting to induce any person to sell or rent any real property
1127 by representation regarding the entry or prospective entry into the neighborhood or area
1128 of a person or persons of a particular sex, race, color, ~~((religion))religious affiliation,~~
1129 national origin, ancestry, age, gender, marital status, participation in the Section 8
1130 program or other housing subsidy program, alternative source of income, sexual
1131 orientation, gender identity or expression, ~~((parental status))~~status as a family caregiver,
1132 disability or use of a service or assistive animal by an individual with a disability, or
1133 military status or status as a veteran who was honorably discharged or who was
1134 discharged solely as a result of the person's sexual orientation or gender identity or
1135 expression; or

1136 B. Showing or otherwise taking any action, the intention or effect of which is to
1137 steer a person or persons to any section of the county or to particular real property in a
1138 manner tending to segregate or maintain segregation on the basis of sex, race, color,
1139 ~~((religion))religious affiliation,~~ national origin, ancestry, age, gender, marital status,
1140 sexual orientation, gender identity or expression, ~~((parental status))~~status as a family
1141 caregiver, participation in Section 8 program or other housing subsidy program,
1142 alternative source of income, disability or use of a service or assistive animal by a an
1143 individual with a disability, or military status or status as a veteran who was honorably
1144 discharged or who was discharged solely as a result of the person's sexual orientation or
1145 gender identity or expression.

1146 SECTION 21. Ordinance 5280, Section 10, as amended, and K.C.C. 12.20.130

1147 are hereby amended to read as follows:

1148 A. Nothing in this chapter:

1149 1. Prohibits treating any person or persons meeting the definition of parental
1150 status or any individual with a disability or individuals with disabilities more favorably
1151 than others if the favorable treatment does not discriminate against persons on the basis
1152 of sex, race, color, ~~((religion))~~ religious affiliation, national origin, ancestry, age, gender,
1153 marital status, ~~((parental status))~~ status as a family caregiver, participation in the Section 8
1154 program or other housing subsidy program, alternative source of income, sexual
1155 orientation, gender identity or expression, disability or use of a service or assistive animal
1156 by an individual with a disability, or military status or status as a veteran who was
1157 honorably discharged or who was discharged solely as a result of the person's sexual
1158 orientation or gender identity or expression;

1159 2. Prohibits a religious organization, association or society, or any nonprofit
1160 institution or organization operated, supervised or controlled by or in conjunction with a
1161 religious organization, association or society, from limiting the sale, rental, or occupancy
1162 of dwellings that it owns or operates for other than a commercial purpose, to persons of
1163 the same religion, or from giving preference to persons of the same religion, but only if:

1164 a. membership in the religion is not restricted on account of race, color,
1165 ancestry, or national origin; and

1166 b. the limitation or preference is reasonably in the furtherance of a religious
1167 purpose or activity;

- 1168 3. Prohibits any person from limiting the rental or occupancy of housing
1169 accommodations in any collegiate Greek system residence, school dormitory, or similar
1170 residential facility to persons of one gender if considerations of personal privacy exist;
- 1171 4. Prohibits any person from limiting, on the basis of age or parental status, the
1172 sale, rental, or occupancy of housing accommodations that fully qualify as housing for
1173 older persons age fifty-five and over under 42 U.S.C. Sec. 3607 as it exists on April 16,
1174 2006;
- 1175 5. Prohibits any person from limiting the sale, rental, or occupancy of housing
1176 accommodations to:
- 1177 a. individuals with disabilities in any housing facility operated for individuals
1178 with disabilities;
- 1179 b. senior citizens in any housing facility operated exclusively for senior
1180 citizens; or
- 1181 c. elderly persons in any housing provided under any state or federal program
1182 that meets the requirements of 42 U.S.C. Sec. 3607(b)(2)(A) as it exists on April 16,
1183 2006;
- 1184 6. Requires any person to rent or lease a housing accommodation to a minor;
- 1185 7. Requires or permit any sale, rental, or occupancy otherwise prohibited by
1186 law;
- 1187 8. May be interpreted to prohibit any person from making a choice among
1188 prospective purchasers or tenants of real property on the basis of factors other than sex,
1189 race, color, ~~((religion))~~religious affiliation, ancestry, national origin, age, gender, marital
1190 status, ~~((parental status))~~status as a family caregiver, sexual orientation, gender identity or
-

expression, participation in the Section 8 program or other housing subsidy program,
alternative source of income, disability or use of a service or assistive animal by an
individual with a disability, military status or status as a veteran who was honorably
discharged or who was discharged solely as a result of the person's sexual orientation or
gender identity or expression; or

9. Prohibits any person from placing limitations on the maximum number of
tenants permitted per unit on account of reasonable space limitations or requirements of
law.

B. Nothing in this chapter, except K.C.C. 12.20.040.A.6., 12.20.040.A.7.,
12.20.040.A.8., 12.20.040.B. and 12.20.050, applies to the renting, subrenting, leasing, or
subleasing of a single-family or duplex dwelling unit in which the owner normally
maintains a permanent residence, home, or abode.

C. Nothing in this chapter prohibits any party to a real estate transaction or real
estate-related transaction from considering the capacity to pay and credit history of any
individual applicant.

D. Nothing in this chapter prohibits any party to a real estate transaction or real
estate related transaction from considering or taking reasonable action based on the
application of community property law to an individual case.

SECTION 22. Ordinance 8625, Section 1, as amended, and K.C.C. 12.22.010 are
hereby amended to read as follows:

This chapter is an exercise of the police power of King County for the protection
of the public welfare, health, peace, and safety of the residents of King County and in
fulfillment of the state Constitution. The King County council hereby finds and declares

1214 that the practice of discrimination against any person on the basis of sex, race, color,
1215 gender, marital status, ~~((parental status))~~ status as a family caregiver, sexual orientation,
1216 gender identity or expression, ~~((religion))~~ religious affiliation, ancestry, age, national
1217 origin, disability or use of a service or assistive animal by an individual with a disability,
1218 or military status or status as a veteran who was honorably discharged or who was
1219 discharged solely as a result of the person's sexual orientation or gender identity or
1220 expression in places of public accommodation constitute matters of local concern and are
1221 contrary to the public welfare, health, peace, and safety of the residents of King County.

1222 SECTION 23. Ordinance 8625, Section 2, as amended, and K.C.C. 12.22.020 are
1223 hereby amended to read as follows:

1224 The definitions in this section apply throughout this chapter unless the context
1225 clearly requires otherwise.

1226 A. "Aggrieved person" includes any person who claims to have been injured by
1227 an act of discrimination in a place of public accommodation;

1228 B. "Charging party" means any person alleging an act of discrimination in a place
1229 of public accommodation under this chapter by filing a complaint with the office of
1230 equity and racial and social justice.

1231 C.1. "Disability" means:

1232 a. a physical or mental impairment that substantially limits one or more of a
1233 person's major life activities, either temporarily or permanently;

1234 b. a person has a record of having such an impairment;

1235 c. a person is regarded as having such an impairment; or

d. a person has any other condition that is a disability under the Washington state Law Against Discrimination, chapter 49.60 RCW, as it pertains to public accommodations.

2. "Disability" does not include current, illegal use of a controlled substance, as defined in section 102 of 21 U.S.C. Sec. 802 as it exists on April 16, 2006.

D. "Discrimination" or "discriminatory practice or act" means any action or failure to act, whether by a single act or part of a practice, the effect of which is to adversely affect or differentiate between or among individuals, because of sex, race, color, ~~((religion))religious affiliation~~, national origin, ancestry, age, gender, marital status, ~~((parental status))status as a family caregiver~~, sexual orientation, gender identity or expression, disability or use of a service or assistive animal by an individual with a disability, or military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression.

E. "Family caregiver" means being a parent, step parent, adoptive parent, guardian, foster parent, custodian of a minor child or children, spouse, or relative who has primary responsibility for the care or supervision of an adult or child who does not receive direct, public, or private payment such as a wage for the caregiving services they provide.

~~((E))~~F. "Gender identity or expression" means an individual's gender-related identity, appearance, or expression, whether or not associated with the individual's sex assigned at birth, and includes an individual's attitudes, preferences, beliefs, and practices pertaining to the individual's own gender identity or expression.

1259 ((F))G. "Marital status" means the presence or absence of a marital relationship
1260 and includes the status of married, separated, divorced, engaged, widowed, single, or
1261 cohabiting.

1262 ((G))H. "Owner" includes a person who owns, leases, subleases, rents, operates,
1263 manages, has charge of, controls, or has the right of ownership, possession, management,
1264 charge, or control of real property on the person's own behalf or on behalf of another.

1265 ~~((H. "Parental status" means being a parent, step parent, adoptive parent,~~
1266 ~~guardian, foster parent or custodian of a minor child or children.))~~

1267 I. "Party" includes a person making a complaint or upon whose behalf a
1268 complaint is made alleging an unfair public accommodations practice, a person alleged or
1269 found to have committed an unfair public accommodations practice, and the office of
1270 equity and racial and social justice.

1271 J. "Person" means one or more individuals, partnerships, associations,
1272 organizations, corporations, cooperatives, legal representatives, trustees, trustees in
1273 bankruptcy, receivers, or any group of persons, and includes King County but no
1274 governmental body other than King County. "Person" also includes any owner, lessee,
1275 proprietor, manager, agent, or employee whether one or more natural persons.

1276 K. "Place of public accommodation" means any place, store, or other
1277 establishment, either licensed or unlicensed, that supplies goods or services to the general
1278 public. "Place of public accommodation" includes, but is not limited to, the following
1279 types of services or facilities: hotels, or other establishments provide lodging to transient
1280 guests; restaurants, cafeterias, lunchrooms, lunch counters, soda fountains, or other
1281 facilities principally engaged in selling or offering for sale food for consumption upon the

premises; motion picture houses, theatres, concert halls, convention halls, sport arenas, stadiums, or other places of exhibition or entertainment; bowling alleys and amusement parks; retail establishments; transportation carriers; barber shops; beauty shops; bars or taverns, or other facilities engaged in selling or offering for sale alcoholic beverages for consumption upon the premises; food banks, senior citizens centers, and other social service organizations and establishments; places of public accommodation operated by King County; and public burial facilities if the facilities are owned and operated by any cemetery corporation or burial association.

L. "Respondent" means a person who is alleged or found to have discriminated in a place of public accommodation.

M. "Senior citizen" means an individual as old or older than an age set for a senior category. The minimum age for the senior category is fifty-five years.

N. "Service or assistive animal" means a dog guide, signal or hearing dog, seizure response dog, therapeutic companion animal, or other animal that does work, performs tasks, or provides medically necessary support for the benefit of an individual with a disability.

O. "Settlement discussions" or "conference, conciliation, and persuasion" means the attempted resolution of issues raised by a complaint, or by the investigation of a complaint, through informal negotiations involving the charging party, the respondent, and the office of equity and racial and social justice.

P. "Sexual orientation" means an individual's attitudes, preferences, beliefs, and practices pertaining to the individual's own sexual orientation including, but not limited to, actual or perceived heterosexuality, homosexuality, and bisexuality.

1305 SECTION 24. Ordinance 8625, Section 3, as amended, and K.C.C. 12.22.030 are
1306 hereby amended to read as follows:

1307 It is unlawful for any person to engage in, or cause or allow another to engage in,
1308 any of the acts listed in this section, which are hereby designated as discrimination, in
1309 places of public accommodation located in unincorporated King County or operated by
1310 King County wherever located.

1311 A. It is a discriminatory practice for any person, whether acting on the person's
1312 own behalf or for another, because of sex, race, color, ~~((religion))~~religious affiliation,
1313 national origin, ancestry, age, gender, marital status, ~~((parental status))~~status as a family
1314 caregiver, sexual orientation, gender identity or expression, disability or use of a service
1315 or assistive animal by an individual with a disability, or military status or status as a
1316 veteran who was honorably discharged or who was discharged solely as a result of the
1317 person's sexual orientation or gender identity or expression:

1318 1. As owner, custodial agent or employee of a place of public accommodation,
1319 to discriminate in denying, refusing, rejecting, or granting any privilege, service, goods,
1320 merchandise, commodity, or accommodation;

1321 2. As owner, custodial agent, or employee of a place of public accommodation,
1322 to discriminate by segregating or requiring the placing of any person in any separate
1323 section or area of the premises or facilities of the place of public accommodation; or

1324 3. To place, post, maintain, or display any written or printed advertisement,
1325 notice or sign to the effect that any of the accommodations, advantages, facilities,
1326 privileges, goods, or merchandise of any place of public accommodation, will or might be
1327 refused, withheld from, or denied to any person.

1328 B. It is a discriminatory practice and unlawful for any person, whether acting on
1329 the person's own behalf or for another, to retaliate by taking action against another person
1330 because the other person:

- 1331 1. Opposed any practice forbidden by this chapter;
1332 2. Complied or proposed to comply with this chapter or any order issued under
1333 this chapter; or
1334 3. Filed a complaint, testified, or assisted in any manner in any investigation,
1335 proceeding, or hearing initiated under this chapter.

1336 C. Nothing in this section:

- 1337 1. Applies to any non-commercial facility operated or maintained by a bona fide
1338 religious institution;
1339 2. May be construed to prohibit treating individuals with disabilities more
1340 favorably than individuals without disabilities or to prohibit treating senior citizens more
1341 favorably than nonsenior citizens; or
1342 3. May be construed to prohibit offering discounts, special prices, or other
1343 special arrangements to children or families, or imposing age limits for individuals up to
1344 twenty-one years old.

1345 SECTION 25. Ordinance 8034, Section 3, as amended, and K.C.C. 22.16.030 are
1346 hereby amended to read as follows:

1347 The Stadium Advisory Board shall consist of nine (9) members. Appointments
1348 and terms shall be as follows:

1349 A. Five (5) members shall be appointed at-large by the King County executive.

1350 B. Four (4) members shall be appointed by the King County executive from a list
1351 of candidates compiled by the King County council.

1352 C. Appointments shall be for three year terms except original appointments
1353 which shall be staggered in accordance with K.C.C. 2.28. All appointments shall be
1354 subject to confirmation by a majority of the King County council. All terms shall expire
1355 on September 30th of the last year of the respective term.

1356 D. Appointments shall be representative of the county population(s) and have
1357 interest, experience, and a demonstrated commitment in the area of sporting and
1358 entertainment events. Appointment shall be made without regard to discrimination based
1359 on sex, color, race, national origin, ~~((religion))~~religious affiliation, sexual orientation,
1360 gender, gender identity or expression, age except by minimum age and retirement
1361 provisions, sexual preference, ~~((and/or))~~ disability, status as a family caregiver, or
1362 military status or status as a veteran who was honorably discharged or who was
1363 discharged solely as a result of the person's sexual orientation or gender identity or
1364 expression.

1365 E. There shall be no fee required for membership, nor shall any member receive
1366 any financial remuneration for their services.

1367 F. Members shall be eligible for reappointment to one additional term, for a
1368 period not to exceed a total of six years.

1369 G. Vacancies shall be filled by appointment of the King County executive.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Girmay Zahilay, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of _____, ____.

Shannon Braddock, County Executive

Attachments: None

S1

08/20/2025

Amendment 1

Sponsor: Barón and Dembowski

[O. Brey]

Proposed No.: 2025-00181 **STRIKING AMENDMENT TO PROPOSED ORDINANCE 2025-0018, VERSION**2 **1**

3 On page 2, beginning on line 32, strike everything through page 61, line 1369, and insert:

4 "BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

5 SECTION 1. Ordinance 18665, Section 1, as amended, and K.C.C. 2.15.005 are

6 hereby amended to read as follows:

7 The definitions in this section apply throughout this chapter unless the context
8 clearly requires otherwise.

9 A. "Administrative warrant" means a noncriminal immigration warrant of arrest,
10 order to detain or release aliens, notice of custody determination, notice to appear,
11 removal order, warrant of removal, or any other document, issued by ICE, CBP ((~~or~~))
12 USCIS, or any other federal agency that can form the basis for a person's arrest or
13 detention for a civil immigration enforcement purpose. ICE administrative warrant forms
14 include the U.S. DHS form I-200 (Rev. 09/16) "Warrant for Arrest of Alien" and Form I-
15 205 "Warrant Of Removal/Deportation," as well as predecessor and successor versions.
16 "Administrative warrant" does not include any criminal warrants issued upon a judicial
17 determination of probable cause and in compliance with the Fourth Amendment to the
18 United States Constitution.

19 B. "Agency" means a King County department, agency, division, commission,
20 council, committee, board, other body, or person, established by authority of an
21 ordinance, executive order, or charter.

22 C. "Agent" means a person acting within the scope of employment by or acting
23 on behalf of an agency.

24 D. "CBP" means the United States Customs and Border Protection agency of the
25 United States Department of Homeland Security and shall include any successor federal
26 agency charged with border enforcement.

27 E. "Citizenship or immigration status" means a person's recorded citizenship or
28 immigration status, as such status is defined in the Immigration and Nationality Act, at
29 the time an agent or agency receives the information.

30 F. "Civil immigration enforcement operation" means an operation that has as one
31 of its objectives the identification or apprehension of a person or persons in order to
32 investigate them for a violation of the immigration laws and subject them to one or more
33 of the following:

34 1. Civil immigration detention;

35 2. Removal proceedings; and

36 3. Removal from the United States.

37 G. "Coerce" means to use express or implied threats towards a person or any
38 family member of a person that attempts to put the person in immediate fear of the
39 consequences in order to compel that person to act against the person's will.

H. "Commitment" means confinement in secure detention for a specified amount of time following a determination of guilt. "Commitment" does not include pretrial detention of any persons such as those who are unable to post bail.

I. "Contractor" means a regional coalition or authority, state or local government, tribe, person, firm, corporation, or partnership providing health, housing, or human services in accordance with a contract with King County and including any subcontractor, employee, and agent thereof.

J. "Employee" means a person who is appointed as an employee by the appointing authority of a county agency, office, department, council, board, commission, or other separate unit or division of county government, however designated, acting within the scope of employment by or acting on behalf of the county. "County employee" also includes a county elected official and a member of a county board, commission, committee, or other multimember body, but does not include an official or employee of the county's judicial branch, though it does include an employee of the department of judicial administration.

K. "ICE" means the United States Immigration and Customs Enforcement agency including Enforcement and Removal Operations and Homeland Security Investigations and shall include any successor federal agency charged with the enforcement of immigration laws.

L. "Immigration detainer" means a request by ICE to a federal, state, or local law enforcement agency, such as the King County department of adult and juvenile detention, to provide notice of release or maintain custody of a person based on an alleged violation of a civil immigration law. "Immigration detainer" includes a detainer issued under

Sections 236 or 287 of the Immigration and Nationality Act or 287.7 or 236.1 of Title 8 of the Code of Federal Regulations. "Immigration detainer" includes a detainer issued under DHS form I-274A entitled Immigration Detainer- Notice of Action, as well as predecessor and successor versions.

M. "Interpretation" means the transfer of an oral communication from one language to another.

N. "Limited-English-proficient" means a person who does not speak English as the person's primary language, who has a limited ability to read, speak, write, or understand English.

O. "Nonpublic" means any area of a county facility, including the secure detention facilities of the department of adult and juvenile detention that is not generally open and accessible to the general public, but instead requires special permission for admittance by a county employee on an individual basis. "Nonpublic" also means any area of a contractor's facility, used to provide services under the county contract, that is not generally open and accessible to the general public, but instead requires the contractor's permission for admittance to that area.

P. "Personal information" means one or more of the following, when the information is linked with or is reasonably linkable, including via analytic technology, to the person's first name or first initial and last name:

1. Home address;
2. Work address;
3. Telephone number;
4. Electronic mail address;

5. Social media handle or other identifying social media information;
6. Any other means of contacting a person;
7. Social security number;
8. Driver's license number or Washington identification card number;
9. Bank account number or credit or debit card number;
10. Information or data collected through the use or operation of an automated license plate recognition system;
11. User name that, in combination with a password or security question and answer, would permit access to an online account; and
12. Date of birth.

Q. "Public communication materials" means materials that are intended for broad distribution to inform or educate people served by King County. For the purpose of translation, "public communication materials" refers only to printed media such as brochures, posters, booklets, pamphlets, billboards, and advertisements in printed publications.

R. "Translation" means the transfer of a written communication from one language to another while preserving the intent and essential meaning of the original text.

S. "USCIS" shall mean the United States Citizenship and Immigration Services and any successor agency charged with overseeing United States immigration laws.

T. "Verbal abuse" means the use of a remark which is overtly insulting, mocking, or belittling directed at a person based upon the actual or perceived:

1. (~~(Race, color, sex, religion, national origin,))~~ One or more of the protected classes as defined in K.C.C. chapter 3.12D or English proficiency(~~(, sexual orientation or gender identity or expression of the person))~~; or

2. Citizenship or immigration status of the person or the person's family member.

U. "Vital documents" are materials that provide essential information for accessing basic county services and benefits and for which serious consequences would result if the information were not provided.

SECTION 2. Ordinance 16692, Section 2, as amended, and K.C.C. 2.15.010 are hereby amended to read as follows:

A. Except as otherwise provided in this section or when otherwise required by law, a Reverend Doctor Martin Luther King, Jr., County office, department, employee, agency, or agent shall not condition the provision of county services on the citizenship or immigration status of any person.

B. All applications, questionnaires, and interview forms used in relation to the provision of county benefits, opportunities, or services shall be reviewed by each agency, and any question requiring disclosure of information related to citizenship, immigration status, or national origin unless required by state or federal law, or international treaty, shall be deleted. Agencies that are required by state or federal law, or international treaty, to collect immigration status or national origin information must separate that information from personal information in the agencies' records as soon as is practicable.

C. The department of public health shall not condition the provision of health benefits, opportunities, or services on matters related to citizenship, national origin, or

immigration status. The department of public health may inquire about or disclose information relating to a person's citizenship, national origin, or immigration status for the purpose of determining eligibility for benefits or seeking reimbursement from federal, state, or other third-party payers.

D. Except when otherwise required by law, where the county accepts presentation of a state-issued driver's license or identification card as adequate evidence of identity, presentation of a state-issued document marked as not valid for federal purposes or presentation of a photo identity document issued by the person's nation of origin, such as a driver's license, passport, or other consul-issued document, such as a Matricula Consular de Alta Seguridad, shall also be accepted and shall not subject the person to a higher level of scrutiny or different treatment than if the person had provided a Washington state driver's license or identification card. A request for translation of such a document to English shall not be deemed a violation of any provision of this chapter; however, translation services may not be provided by any federal immigration authority. This subsection does not apply to documentation required to complete a federal I-9 employment eligibility verification form. Once the county agency's legitimate purpose in viewing the required documentation is completed, the documentation shall be promptly returned to its owner. Copies of the required documentation shall not be made or maintained by a county agency unless otherwise required by law.

E. A county employee or an agent or agency of King County shall not inquire about or request, from a member of the public information about the citizenship, national origin, or immigration status or place of birth of any person unless the inquiry, request, or investigation is required by state or federal law, regulation, or directive or court order or

rule, or to ensure compliance with any state or federal law, regulation, or directive or court order. When an inquiry, request, or investigation into nationality, immigration status or citizenship, including place of birth, is required to be or for any reason is made, the King County agent or county employee shall not attempt to coerce a response. All persons to whom the inquiries are made shall be explicitly informed of their right to decline to respond, free from fear or threat of retaliation.

F. Agents of King County and county employees are hereby prohibited from conditioning King County services on immigration status, except where required under applicable federal or state law or regulation or directive or court order or rule. Agents of King County and county employees are prohibited from verbally abusing or coercing persons or threatening to report them or their family members to ICE or threatening to take other immigration-related action against them or their family members.

G. Except where necessary to provide King County services, for performance measurement purposes including data analysis conducted to ensure services are being provided in an equitable and nondiscriminatory manner, or where otherwise required by state or federal law or regulation or directive or court order, King County agents and employees are not permitted to obtain, maintain, or share information about one or more of a person's ~~((race, ethnicity))~~ protected classes as defined in K.C.C. chapter 3.12D, language proficiency, ~~((religion, sexual orientation, gender identity or expression, disability,))~~ housing status, financial status, ~~((marital status,))~~ status as a victim of domestic violence, criminal history, or release date from incarceration or confinement in a secure detention or other custody~~((, or status as a veteran))~~.

175 H. Nothing in this chapter shall be construed as to prohibit any county employee,
176 upon request of the noncitizen, from aiding a noncitizen to obtain immigration benefits
177 pursuant federal immigration law.

178 I. An agent of King County or a county employee shall not expend any time,
179 moneys, or other resources on facilitating the civil enforcement of federal immigration
180 law or participating in civil immigration enforcement operations, except where state or
181 federal law, regulation, or court order shall so require. However, a county agency,
182 employee or agent is not prohibited from sending to, or receiving from, federal
183 immigration authorities, information regarding the citizenship or immigration status of a
184 person. Also, nothing in this section prohibits any county agency from sending to,
185 receiving from, requesting from, or exchanging with any federal, state, or local
186 government agency information regarding the immigration status of a person or from
187 maintaining such information.

188 J. Nothing in this section shall be construed to prohibit any county employee
189 from participating in cross-designation or task force activities with federal law
190 enforcement authorities for criminal law enforcement.

191 K. The executive shall ensure that all King County employees and agents receive
192 appropriate training on the implementation of the provisions of this section.

193 SECTION 3. Ordinance 17706, Section 2, as amended, and K.C.C. 2.15.020 are
194 hereby amended to read as follows:

195 A. An agent of King County or county employee shall not expend any time,
196 moneys, or other resources on facilitating the civil enforcement of federal immigration
197 law or participating in civil immigration enforcement operations, except where state or

198 federal law, regulation, or court order or rule shall so require. However, a county agency,
199 employee, or agent is not prohibited from sending to, or receiving from, federal
200 immigration authorities, the citizenship or immigration status of a person. Also, nothing
201 in this section prohibits any county agency from sending to, receiving from, requesting
202 from or exchanging with any federal, state, or local government agency information
203 regarding the immigration status of a person or from maintaining such information.

204 B. King County and its agents and departments and county employees shall not:

205 1. Enter into any contract, agreement, or arrangement, whether written or oral,
206 that would grant federal civil immigration enforcement authority or powers to King
207 County or its agents or law enforcement officers, including but not limited to agreements
208 created under 8 U.S.C. Sec. 1357(g) or Intergovernmental Service Agreements;

209 2. Honor immigration detainer requests or administrative warrants issued by
210 ICE, CBP, ~~((or))~~ USCIS, or any other federal agency, or hold any person upon the basis
211 of an ICE, CBP, ~~((or))~~ USCIS, or any other federal agency detainer request or
212 administrative warrant unless such request or warrant is accompanied by a criminal
213 warrant issued by a United States District Court judge or magistrate. The sheriff's office
214 or the department of adult and juvenile detention personnel shall not carry out a civil
215 arrest, detain a person after the release date set by a court, or refuse to accept a bond
216 based on an administrative warrant separately or in combination with an ICE, CBP,
217 USCIS, or any other federal agency detainer request;

218 3. For purposes of execution of federal civil immigration enforcement, permit
219 ICE, CBP, ~~((or))~~ USCIS, or any other federal agency officers, agents, or representatives
220 access to nonpublic areas of King County's facilities, property, equipment, or nonpublic

databases, or nonpublic portions of otherwise public databases, or people in King County's custody, absent a judicial criminal warrant specifying the information or persons sought unless otherwise required by state or federal law. Any warrantless attempts or requests for access to those facilities, property, equipment, or nonpublic databases shall be immediately sent to the department or agency director or their designee responsible for the operation of the facility, property, database, or equipment. Permission to access any such a facility, property, equipment, or nonpublic database without a judicial criminal warrant may only be provided with the express, written approval of the appropriate person. Any detention facilities, including secure detention facilities, prisons, and halfway houses, that King County contracts with or leases land to for the purposes of criminal or civil detention must include the requirement in this subsection B.3. in any contract with King County; and

4. Provide personal information to federal immigration authorities for purpose of civil immigration enforcement, except as required by state or federal law, about any person, including place of birth or household members, the services received by the person or the person's next court date or release date, absent a warrant signed by a judge or a law requiring disclosure.

C.1. If permission to access a King County detention facility without a judicial criminal warrant is granted to ICE, CBP, ~~((or))~~ USCIS, or any other federal agency in accordance with subsection B.3. of this section for the purpose of conducting an interview that does not relate to civil immigration enforcement ~~((between either ICE or CBP, or both, and))~~ with a person who is in the custody of the department of adult and juvenile detention, the department of adult and juvenile detention shall provide the person

with an oral explanation and a written consent form that explains the purpose of the interview, that the interview is voluntary, and that the person may decline to be interviewed or may choose to be interviewed only with the person's attorney present. The form shall state explicitly that the person will not be punished or suffer retaliation for declining to be interviewed. The form shall be available in English, Spanish, and any other language identified by the county's language assistance plan as established in K.C.C. 2.15.030.B. and explained orally to a person who is unable to read the form. ~~((Either ICE or CBP))~~ The requesting officials shall only be permitted to interview persons who have consented in writing to be interviewed, absent a judicial criminal warrant.

2. Upon receiving ~~((any ICE hold, notification, or transfer request,))~~ a civil or criminal immigration warrant, detainer, hold, notification, or transfer request, the department of adult and juvenile detention personnel shall provide a copy of the request to the person and inform the person whether the department intends to comply with the request.

3. Consistent with Article 36 of the Vienna Convention on Consular Relations, any person in custody or detention shall be informed through the person's attorney of the right to communicate with the consular post of a country of which the person is a national, if other than the United States, and informed that the person's consular officers have the right to visit, converse, or correspond with the person, if the person wishes the communication. If a person chooses to disclose that the person is a foreign national and requests consular notification, the custodian shall contact the appropriate consulate. The informed consent requirements of the Vienna Convention on Consular Relations shall

267 apply to all such inquiries. The same requirements shall apply to inquiries into
268 nationality status for the purpose of complying with mandatory consular notification
269 under any bilateral consular convention. In all cases, identification as a foreign national
270 shall be voluntary and based on informed consent by the person.

271 4. King County shall consider all records relating to ICE, CBP, ((~~or~~)) USCIS, or
272 any other federal agency access to facilities and information, including all
273 communications with ICE, CBP, ((~~or~~)) USCIS, or any other federal agency to be public
274 records for purposes of chapter 42.56 RCW, the state Public Records Act, and King
275 County shall handle all such requests in accordance with the usual procedures for receipt
276 of public records requests.

277 SECTION 4. Ordinance 19963, Section 2, and K.C.C. 2.15.XXX are hereby
278 amended to read as follows:

279 A. Except as otherwise provided in this section, in performing its obligations
280 under its contract with King County, the contractor shall not expend any time, moneys, or
281 other resources on facilitating the civil enforcement of federal immigration law or
282 participating in civil immigration enforcement operations, except where a state or federal
283 law, regulation, or court order or rule so requires. However, a contractor is not prohibited
284 from sending to, or receiving from, federal immigration authorities, the citizenship or
285 immigration status of a person. Also, nothing in this section prohibits any contractor
286 from sending to, receiving from, requesting from, or exchanging with any federal, state,
287 or local government agency information regarding the immigration status of a person or
288 from maintaining the information.

289 B. In providing the contracted services, a contractor shall not:

290 1. For purposes of execution of federal civil immigration enforcement against
291 persons receiving services under the contract, permit ICE, CBP, ~~((øø))~~ USCIS, or any
292 other federal agency officers, agents, or representatives access to nonpublic areas of the
293 contractor's facilities, real or personal property, equipment, or nonpublic databases or
294 nonpublic portions of otherwise public databases, absent a judicial criminal warrant
295 specifying the information or persons sought, or unless otherwise required by state or
296 federal law. Notice of all attempts or requests for access to those facilities, real or
297 personal property, equipment, nonpublic databases, or nonpublic portions of otherwise
298 public databases, with or without a warrant, shall be immediately sent to King County in
299 accordance with the terms of the contract. Permission given to ICE, CBP, ~~((øø))~~ USCIS,
300 or any other federal agency officers, agents, or representatives to access any such a
301 facility, real or personal property, equipment, nonpublic database, or nonpublic portion of
302 an otherwise public database without a judicial criminal warrant may only be provided
303 with the prior express, written approval of the appropriate county employee identified in
304 the contract. All contractors shall make a good faith effort to strictly comply with this
305 subsection; however, inadvertent or mistaken permission giving warrantless access to
306 ICE, CBP, ~~((øø))~~ USCIS, or any other federal agency officers, agents, or representatives
307 is not a breach of contract. All contracts subject to this section entered into on or after
308 January 1, 2026, shall include as a term of the contract the prohibitions of this subsection
309 B.1. and identify the appropriate county employee;

310 2. Provide personal information relating to persons receiving services under the
311 contract to federal immigration authorities for purpose of civil immigration enforcement,
312 except as required by state or federal law, about any person, including place of birth or

household members, the services received by the person or the person's next court date or release date, absent a warrant signed by a judge or a law requiring disclosure. All contracts subject to this section entered into on or after January 1, 2026, shall include as a term of the contract the prohibitions of this subsection B.2.; and

3. Inquire about, or request information of, the citizenship, national origin, immigration status, or place of birth, from any person in the furtherance of providing services in accordance with a contract with King County unless the inquiry or request is required by state or federal law, regulation, or court order or rule, or is necessary for the contractor to effectively provide the services under the contract. The contractor may inquire about or disclose information relating to a person's citizenship, national origin, immigration status, or place of birth for the purpose of determining eligibility for benefits or seeking reimbursement from federal, state, or other third-party payers. When an inquiry about or request for information of the citizenship, national origin, immigration status, or place of birth is required or for any reason is made, the contractor shall not attempt to coerce a response. All persons to whom the inquiries or requests are made shall be explicitly informed of their right to decline to respond, free from fear or threat of retaliation.

SECTION 5. Ordinance 12014, Section 18, as amended, and K.C.C. 3.12.180 are hereby amended to read as follows:

A. For purposes of this section:

1. "County work force" means persons employed by King County executive departments;

335 2. "Job group" means a grouping of jobs as defined by the United States
336 Department of Labor;

337 3. "Labor force availability rate" means the percentage of persons of color or
338 women with requisite job skills in King County as reported by the United States Census
339 Bureau;

340 4. "Persons of color" means persons in each of the following groups: Blacks;
341 Hispanics; Asian/Pacific Islanders; and Native Americans; and

342 5. "Placement goal" shall equal the labor force availability rate.

343 B. The county is an equal opportunity employer and shall carry out federal, state,
344 and local laws and regulations prohibiting discrimination in employment on the basis of
345 ~~((race, color, religion, religious affiliation, creed, national origin, ancestry, sex, sexual~~
346 ~~orientation, gender identity or expression, age (except by minimum age and retirement~~
347 ~~provisions), marital status, honorably discharged veteran or military status, or the~~
348 ~~presence of a sensory, mental, or physical disability))~~ one or more of the protected classes
349 as defined in K.C.C. chapter 3.12D. Further, it is the intent of the county to ensure that
350 employment is based on the principle of equal opportunity and that such a principle shall
351 be implemented in all county personnel-related actions including, but not limited to,
352 recruitment, hiring, testing, training, promotion, compensation, transfer, and all other
353 terms and conditions of employment in all job classifications.

354 C. In order to comply with federal contracting requirements and to ensure equal
355 opportunity for all persons, all county departments shall establish and maintain an
356 effective equal employment opportunity affirmative action plan, as adopted by the
357 council by ordinance. Such an equal employment opportunity affirmative action((;)) plan

shall promote the objectives of public policy set forth in applicable federal and state laws relating to nondiscrimination, equal employment opportunity, affirmative action, and civil rights. Specifically, the plan shall promote the objectives of the State Law Against Discrimination, chapter 49.60 RCW (applicable parts), and provisions of the Washington Administrative Code adopted thereunder. As part of the county's equal employment opportunity affirmative action plan, the executive shall submit by June 1 of every fourth year, commencing with 2018, a proposed ordinance for the approval of an equal employment opportunity affirmative action plan pertaining to executive county departments and agencies to be approved, or modified, by the council by ordinance, or rejected by the council, by January 1 following the plan's submittal to council. The equal employment opportunity affirmative action plan shall include:

1. Information related to county work force statistics, which shall include:

a. a comparison of labor force availability for women and persons of color to the county's actual labor force for women and persons of color as a summary across all departments. The plan shall also compare labor force availability for women and persons of color to the county's actual labor force for women and persons of color by departments and job group. The plan shall also summarize the percentage of total goal setting areas which meet or exceed the labor force availability rate;

b. a summary of the county work force by job group and by race and gender;

c. a discussion of the methodology by which the labor force availability and county work force data is developed and a listing of the county job classifications that are included in each job group;

d. the total number of persons with disabilities in each job group within the county work force and the total number of persons with disabilities by department voluntarily reported by individuals for equal employment opportunity affirmative action purposes. The plan shall include the number of positions for which an accommodation is currently in effect;

e. the total number and percentage of employees by salary range and by race and gender. Salary ranges shall be reported in a manner consistent with the equal employment opportunity data reported by the United States Census Bureau. The plan shall include data reported by the United States Census bureau on the total number and percentage of the labor force working in King County by salary range and by race and gender;

f. an analysis by race and gender of the positions filled by promotion during the prior plan period. For the purposes of this subsection, "promotions" means those instances in which an individual advances in salary level because the individual changed to a position with a higher pay range assignment either through a competitive process or through a reclassification;

g. a summary by year for the prior plan period on executive branch discrimination complaints by basis of complaint and complaint status. The summary shall also include data by department on the number of complaints filed by complaint type and the number of people filing complaints; and

h. historical data on the county work force by race and gender. Historical data before 2014 is required only to the extent it is readily available;

2. Placement goals for the plan period. For those job groups within departments where the actual number of women and persons of color employed is less than projected by labor force availability, a placement goal by race and gender shall be established for the entire plan period. A placement goal shall equal the labor force availability rate. Placement goals are used to measure progress toward achieving equal employment opportunity. Placement goals may not be quotas, which must be met, nor do they create set-asides for specific groups. Placement goals may not be used to supersede merit selection principles. Further, existence of a placement goals does not constitute evidence of discrimination. If a placement goal has been established, the plan shall identify the labor force availability rate;

3. Implementation plans for departments. Each implementation plan shall:

a. identify the activities proposed each year during the plan period to meet the department's placement goals. The plan shall discuss how the proposed activities will help the department achieve its placement goals;

b. identify the activities proposed during the plan period by year to recruit, retain and promote women and persons of color in the work force; and

c. identify the specific activities during the plan period, by year, that each department will undertake to increase its hiring, retention, and promotion of persons with disabilities; and

4. A summary of the results of the prior equal employment opportunity affirmative action plan, which shall include:

a. a description of the progress of each department in completing the activities listed in subsection C.3. a. through c. of this section proposed in the previous

implementation plan. The outcomes of each activity shall be reported. The department of human resources shall provide an evaluation of the effectiveness of each department's implementation activities during the plan period;

b. the status of each placement goal established in the prior equal employment opportunity affirmative action plan. For each identified placement goal, the status report shall report the:

(1) labor force availability rate;

(2) total number of positions filled for the corresponding job group within a department;

(3) of the total number reported under subsection C.4.b.(2) of this section, the number of positions that were filled by each race and gender category; and

(4) an actual hiring rate for each race and gender category calculated by dividing the number of positions filled by the number of positions filled by each race and gender category; and

c. a separate listing of those placement goals for the plan period that were not achieved. Placement goals are considered not achieved when the actual hiring rate is less than the availability rate for the overall plan period. For each placement goal not achieved, the plan shall provide an analysis of why the goals were not met including whether the planned implementation activities were completed. Placement goals shall only be considered not achieved in those instances in which the total number of hires is large enough such that it is statistically reasonable to expect under conditions of equal employment opportunity that the number of hires by race and gender will reflect work force availability.

D. The executive shall submit a proposed ordinance approving a new four-year equal employment opportunity affirmative action plan to the council within twelve months of the publication of the appropriate data from the ten-year United States Census.

NEW SECTION. SECTION 6. There is hereby added to K.C.C. chapter 3.12D a new section to read as follows:

The definitions in this section apply throughout this code unless the context clearly requires otherwise.

A. "Citizenship or immigration status" means a person's recorded citizenship or immigration status, as such status is defined in the Immigration and Nationality Act, at the time an agent or agency receives the information.

B. "Caregiver" means a person who, without pay, has primary responsibility for care for a minor child or a person who requires care due to disability or chronic illness. Government-provided benefits or financial assistance provided directly to a person for being a caregiver are not considered pay within this definition. "Caregiver" includes individuals providing care for a family member or someone they have an ongoing personal relationship with independent of their caregiver roles.

C.1. "Disability" means:

a. a physical or mental impairment that substantially limits one or more of a person's major life activities, either temporarily or permanently;

b. a person is regarded as having such an impairment; or

c. a person has a disability under the Washington state Law Against Discrimination, chapter 49.60 RCW.

2. "Disability" does not include current, illegal use of a controlled substance, as defined in section 102 of 21 U.S.C. Sec. 802 as it exists on April 16, 2006.

D. "Family caregiver" means the same as "caregiver."

E. "Gender identity or expression" means an individual's gender-related identity, appearance, or expression, whether or not associated with the individual's sex assigned at birth, and includes an individual's attitudes, preferences, beliefs, and practices pertaining to the individual's own gender identity or expression.

F. "Marital status" means the presence or absence of a marital relationship and includes the status of married, separated, divorced, engaged, widowed, single, or cohabiting.

G. "Parental status" means one or more individuals, who have not attained the age of eighteen years, being domiciled with:

a. a parent, step parent, adoptive parent, guardian, foster parent, custodian, or another person having legal custody of the individual or individuals; or

b. the designee of such a parent or other person having the custody, with the written permission of the parent or other person.

2. The protections afforded against discrimination on the basis of familial status apply to a person who is pregnant or is in the process of securing legal custody of an individual who has not attained the age of eighteen years.

H. "Protected classes" means sex, race, color, national origin, ethnicity, religious affiliation, disability, sexual orientation, gender identity or expression, age except by minimum age and retirement provisions, status as a family caregiver, parental status, marital status, military status or status as a veteran who was honorably discharged or

who was discharged solely as a result of the person's sexual orientation or gender identity or expression, and citizenship or immigration status. However, to the extent that distinction or differential treatment on the basis of citizenship or immigration status is authorized by either federal or state law, regulation, or government contract, it is not an unfair practice.

I. "Sexual orientation" means an individual's attitudes, preferences, beliefs, and practices pertaining to the individual's own sexual orientation including, but not limited to, heterosexuality, homosexuality, and bisexuality.

SECTION 7. Ordinance 18757, Section 2, as amended, and K.C.C. 3.12D.010 are hereby amended to read as follows:

A. It is the policy of King County to promote a respectful, nondiscriminatory work environment, free of behavior that is illegal or contributes to interpersonal conflicts, poor performance, or poor morale. Therefore, King County prohibits discrimination and harassment, including sexual harassment, and inappropriate conduct, toward any employee on the basis of one or more of the employee's ~~((race, color, gender, age, creed, disability, marital status, national origin, religion,))~~ protected classes as defined in K.C.C. chapter 3.12D, 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. Additionally, King County prohibits retaliation of any kind against anyone who in good faith reports incidents of harassment, discrimination, or inappropriate conduct.

515 B. The executive, assessor, director of elections, council, and prosecuting
516 attorney, shall revise their current policies or develop new policies, procedures, and
517 training to prevent and respond to discrimination and harassment, including sexual
518 harassment, and inappropriate conduct. The policies, procedures, and training shall be
519 developed in consultation with subject matter experts and employees and are intended to
520 promote respectful, nondiscriminatory work environments throughout the King County
521 government. The policies, procedures, and training should reflect the recommendations
522 included in the Report of the Co-Chairs of the EEOC Select Task Force on the Study of
523 Harassment in the Workplace. The policies and procedures shall include:

- 524 1. Definitions of discrimination and harassment, including sexual harassment,
525 and inappropriate conduct;
- 526 2. A clear and easy-to-understand nondiscrimination, antiharassment and
527 inappropriate conduct policy that includes:
 - 528 a. a description of prohibited conduct, including examples;
 - 529 b. a statement that the reporting system will provide a prompt, thorough, and
530 impartial investigation;
 - 531 c. a statement that the identity of an individual who submits a report, a witness
532 who provides information regarding a report, and the subject of the complaint, will be
533 kept confidential to the extent possible;
 - 534 d. an assurance that King County will take prompt and proportionate corrective
535 action if it determines that harassment or discrimination has occurred;
 - 536 e. an assurance that an individual who submits a report or a witness who
537 provides information regarding a report will be protected from retaliation; and

f. a statement that any employee who retaliates against any individual who submits a report or provides information regarding a report will be disciplined appropriately;

3. A description of a reporting system for employees that encourages those who experience workplace discrimination and harassment, including sexual harassment, and inappropriate conduct as well as those who observe such behavior to report it. The reporting system shall provide multiple options for reporting such behavior, including county, state, and federal reporting options, as well as an informal mechanism, such as the county's employee assistance program, that allows employees to make inquiries and to resolve issues informally when appropriate;

4. Guidelines for how to handle a complaint. The guidelines should cover: how to handle a complaint promptly, effectively, and in way that respects the vulnerability and privacy of the individual reporting the incident; the application and limitations of confidentiality; the legal duties required as an employer; and how to determine the appropriate scope of the investigation process; and

5. A plan to require managers and supervisors to promote an inclusive and respectful workplace culture that is free of discrimination and harassment, including sexual harassment, and inappropriate conduct. The executive, assessor, director of elections, council, and prosecuting attorney, shall assist each manager and supervisor within their agencies with compliance with this subsection B.5. and evaluate each manager and supervisor's progress and performance either independently or as part of the ((their)) agencies' performance evaluation process.

560 C.1. The executive, assessor, director of elections, council, and prosecuting
561 attorney shall develop options, including cost information, to deliver training and
562 communications on the county's policies and procedures and on recognizing and
563 preventing discrimination and harassment, including sexual harassment, and
564 inappropriate conduct, and educating employees on the resources and procedures
565 available if such behavior is experienced or observed. Each option may be phased in
566 over time and shall:

- 567 a. address how the policies and procedures will be regularly communicated to
568 all employees, as well as to all new employees. Resources for employees to understand
569 the policy and procedures shall be easily locatable on-line;
- 570 b. include training to foster an equitable, respectful, and inclusive workplace;
571 and
- 572 c. include training for those handling complaints.

573 2. At least one of the training options must be a plan for a regular, interactive
574 training program that includes all of the following:

- 575 a. in-person or interactive on-line training;
- 576 b. a plan to address the specific needs of the county's workplaces, considering
577 risk factors of harassment and discrimination, including those identified in the Report of
578 the Co-Chairs of the EEOC Select Task Force on the Study of Harassment in the
579 Workplace, such as those with a disproportionate number of males among its employees
580 and youth employed in a workplace;
- 581 c. supervisor and manager training that specifically addresses power dynamics
582 and building a healthy workplace culture; and

d. a plan to partner with unions representing county employees in order for unions to become aware of county policies and procedures and be encouraged to foster an environment that is free from discrimination and harassment, including sexual harassment, and inappropriate conduct.

D. The policies, procedures, and training developed by the executive, assessor, director of elections, council, and prosecuting attorney shall specifically address the power dynamics involving staff and elected officials and how to respond to and prevent discrimination, harassment, sexual harassment, and inappropriate conduct by their elected officials.

SECTION 8. Ordinance 18757, Section 4, as amended, and K.C.C. 3.12D.020 are hereby amended to read as follows:

The executive, assessor, director of elections, council, and prosecuting attorney shall report biennially on the number of workplace discrimination and harassment complaints, including sexual harassment, and inappropriate conduct complaints and, when possible, informal inquiries, received by each department each year. The report shall indicate the basis or bases of the complaint, which may be (~~race, color, gender, age, creed, disability, marital status, national origin, religion,~~) one or more of the protected classes as defined in K.C.C. chapter 3.12D, pregnancy, (~~gender identity or expression,~~) domestic violence victimization, (~~sexual orientation, honorably discharged veteran or military status, use of service or assistive animal by a person with a disability,~~) or any other status protected by federal, state, or local law. The office of equity and racial and social justice shall report on the number of unfair employment practice complaints filed, 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 first report shall be transmitted to the council by December 31, 2019. All reports under this section shall be electronically filed with the clerk of the council who shall retain an electronic copy and provide an electronic copy to all councilmembers, the council chief of staff and the council chief policy officer.

SECTION 9. Ordinance 10159, Section 14, as amended, and K.C.C. 6.27A.120 are hereby amended to read as follows:

A. A franchisee or applicant for a franchise shall not deny cable service, or otherwise discriminate against any subscriber, access programmer or resident on the basis of ~~((race, color, religion, national origin, physical or mental disability, age,))~~ one or more of the protected classes as defined in K.C.C. chapter 3.12D, political affiliation, ~~((marital status, sexual orientation, gender identity or expression, sex))~~ or income of the residents of the area in which the person resides. The franchisee shall comply at all times with all other applicable federal, state, and local laws, rules, and regulations relating to nondiscrimination.

B. A franchisee shall not refuse to employ, nor discharge from employment, nor discriminate against any person in compensation or in terms, conditions or privileges of employment because of ~~((race, color, religion, national origin, physical disability, age,))~~ one or more of the protected classes as defined in K.C.C. chapter 3.12D, political affiliation, ~~((marital status, sexual orientation, gender identity or expression, sex))~~ or income.

628 C. A franchisee shall comply with all applicable federal, state, and local equal
629 employment opportunity requirements.

630 D. The franchisee shall establish, maintain, and execute an equal employment
631 opportunity plan and a minority/women's business procurement program, which shall be
632 consistent with the intent of the county's affirmative action and minority/women's
633 business procurement policies. Upon request, the franchisee shall file with the cable
634 office a copy of their equal employment opportunity report submitted annually to the
635 FCC and shall file with King County office of equity and racial and social justice an
636 annual compliance report detailing its progress with its minority/women's business
637 procurement program during the previous year. The franchisee must also provide the
638 cable office, upon request, copies of all other reports and information filed with federal,
639 state, or local agencies concerning equal employment opportunity or employment
640 discrimination laws. This subsection shall apply only to franchise agreements entered
641 into after December 2, 1991.

642 E. Despite the other provisions of this section, no provision of this section shall
643 invalidate any other section of this chapter.

644 SECTION 10. Ordinance 14509, Section 4, as amended, and K.C.C. 7.01.010 are
645 hereby amended to read as follows:

646 The definitions in this section apply throughout this title and K.C.C. chapter 4.57,
647 unless the context clearly requires otherwise.

648 A. "Advertising" means promotional activity for the financial gain of those
649 undertaking the activity or causing the activity to be undertaken, including, but not
650 limited to, placing signs, posters, placards, or any other display device in publicly visible

location within a parks and recreation facility. "Advertising" does not include posting of an announcement on a community bulletin board, consistent with any applicable rules for the use of community bulletin boards.

B. "Aircraft" means any machine or device designed to travel through the air including, but not limited to, airplanes, helicopters, ultralight-type planes, gliders, hang gliders, paragliders, remote-control model planes and gliders, rockets, drones, hot-air balloons, kites, and balloons.

C. "Alcoholic beverages" or "liquor" includes the four varieties of liquor defined as alcohol, spirits, wine, and beer, all fermented, spirituous, vinous, or malt liquor, and all other intoxicating beverages, and every liquor, solid, or semisolid, or other substance, patented or not, containing alcohol, spirits, wine, or beer, all drinks or drinkable liquids and all preparations or mixtures capable of human consumption. Any liquor, semisolid, solid or other substance that contains more than one percent alcohol by weight shall be conclusively deemed to be intoxicating.

D. "Associated marine area" means any water area within one hundred feet of any parks and recreation facility such as a dock, pier, float, buoy, log boom, or other human-made, marine structure or object that is part of a parks and recreation facility, only if the area does not include private property.

E. "Backcountry trail" means any natural surface trail intended exclusively for passive recreation such as hiking, horseback riding, mountain biking, running, and nature observation.

F. "Boat" means any contrivance up to sixty-five feet in length overall, used or capable of being used as a means of transportation on water.

674 G. "Camper" means a motorized vehicle containing either sleeping or
675 housekeeping accommodations, or both, and shall include a pickup truck with camper, a
676 van or van-type vehicle, a converted bus, or any similar type vehicle.

677 H. "Campfire" means any open flame from a wood source.

678 I. "Camping" means erecting a tent or shelter or arranging bedding or both for the
679 purpose of, or in such a way as will permit, remaining overnight, or parking a trailer,
680 camper or other vehicle for the purpose of remaining overnight.

681 J. "Campsite" means camping sites designated by the director.

682 K. "Change" a fee means to alter the amount of a fee.

683 L. "Class 1 electric-assisted bicycle" means an electric-assisted bicycle in which
684 the motor provides assistance only when the rider is pedaling and ceases to provide
685 assistance when the bicycle reaches the speed of twenty miles per hour.

686 M. "Class 2 electric-assisted bicycle" means an electric-assisted bicycle in which
687 the motor may be used exclusively to propel the bicycle and is not capable of providing
688 assistance when the bicycle reaches the speed of twenty miles per hour.

689 N. "Class 3 electric-assisted bicycle" means an electric-assisted bicycle in which
690 the motor provides assistance only when the rider is pedaling and ceases to provide
691 assistance when the bicycle reaches the speed of twenty-eight miles per hour and is
692 equipped with a speedometer.

693 O. "Commercial watercraft" means any watercraft used for any commercial
694 purpose, but does not include a commercial watercraft operated in a marine area or
695 marine facility under a concession agreement, lease, or other permit or contract with the
696 division.

697 P. "Concession" means the privilege or authority to sell goods or services within
698 parks and recreation facilities or to operate parks and recreation facilities or a portion
699 thereof.

700 Q. "Concession contract" or "concession agreement" means the agreement
701 granting a person a concession with respect to a parks and recreation facility.

702 R. "Department" means the department of natural resources and parks.

703 S. "Director" means the director of the department of natural resources and parks
704 or the director's designee.

705 T. "Discrimination" means any action or failure to act, whether by single act or
706 part of a practice, the effect of which is to adversely affect or differentiate between or
707 among persons or groups of persons, because of ~~((sex, race, color, national origin,~~
708 ~~religious affiliation, disability, sexual orientation, gender identity or expression, age~~
709 ~~except by minimum age and retirement provisions, status as a family caregiver, military~~
710 ~~status or status as a veteran who was honorably discharged or who was discharged solely~~
711 ~~as a result of the person's sexual orientation or gender identity or expression, or use of a~~
712 ~~service or assistive animal. For the purposes of this subsection, "service or assistive~~
713 ~~animal" means any dog guide, signal or hearing dog, seizure response dog, therapeutic~~
714 ~~companion animal or other animal that does work, performs tasks, or provides medically~~
715 ~~necessary support for the benefit of a person with a disability))~~ one or more of the
716 protected classes as defined in K.C.C. chapter 3.12D.

717 U. "Division" means the parks and recreation division of the department of
718 natural resources and parks.

719 V. "Electric-assisted bicycle" is consistent with RCW 46.37.690 and means a
720 bicycle with two or three wheels, a saddle, fully operative pedals for human propulsion,
721 and an electric motor. An electric-assisted bicycle must have:

722 1. A motor with a power output of no more than seven hundred fifty watts; and
723 2. A label, displayed in a prominent location, printed in Arial font and at least
724 nine-point type that contains the classification number, top assisted speed, and motor
725 wattage.

726 W. "Eliminate" a fee means to remove a fee.

727 X. "Establish" a fee means to impose a fee for an activity for which a fee was not
728 being charged.

729 Y. "Facility," "facilities," "parks and recreation facility," "parks and recreation
730 facilities," or "park area" means the following that are owned or otherwise under the
731 jurisdiction of the parks and recreation division of the department of natural resources
732 and parks: any building or portion thereof, or other structure, park, open space, natural
733 area, resource or ecological land, marine area, trail, or other property.

734 Z. "Facility manager" means the person designated to manage a specific parks
735 and recreation facility.

736 AA. "Mechanical trapping device" means any device, including, but not limited
737 to, a snare or machine, that shuts suddenly upon contact by an animal, and any device
738 that kills or inflicts physical pain and injury upon a captured animal.

739 BB. "Micromobility device" means a personal vehicle meant to carry one or two
740 passengers and that is propelled by an electric motor, including, but not limited to,

741 electric-assisted bicycles, motorized foot scooters, electric skateboards, and other
742 relatively small and lightweight electric devices that provide mobility.

743 CC. "Motor vehicle" means any self-propelled device capable of being moved
744 upon a road, and in, upon or by which any persons or property may be transported or
745 drawn, and shall include, but not be limited to, automobiles, trucks, motorcycles,
746 scooters, jeeps or similar type four-wheel drive vehicles, and all-terrain vehicles or
747 snowmobiles, whether or not they can be legally operated upon the public highways and
748 whether or not they are powered by fuel or electricity. "Motor vehicle" does not include
749 a micromobility device.

750 DD. "Naming rights" means rights to name a facility, except parks, after a person
751 for a term of years in exchange for consideration.

752 EE. "Pack animal" means any domesticated herbivorous animal, other than a
753 horse, traditionally used to transport people or cargo, such as an alpaca, burro, llama,
754 mule, ox, or goat.

755 FF. "Parks and recreation purposes" means any lawful purpose of the division.

756 GG. "Person" means all natural persons, groups, entities, firms, partnerships,
757 corporations, governmental and quasi-governmental entities, clubs and all associations or
758 combination of persons whether acting for themselves or as an agent, servant or
759 employee.

760 HH. "Permit" means an authorization for the use of parks and recreation facilities
761 that imposes conditions on the permittee in addition to those conditions imposed on the
762 general public.

II. "Regional trail" means a regionally((-)) significant, shared-use path for bicycling, walking, jogging, skating, horseback riding, or other nonmotor use that provides recreational opportunities and enhances regional mobility. "Regional trail" includes, but is not limited to, the Burke-Gilman trail, the Cedar River trail, the East Lake Sammamish trail, the Eastrail, the Foothills trail, the Green-to-Cedar Rivers trail, the Issaquah-Preston trail, the Lake-to-Sound trail, the Marymoor Connector trail, the Preston-Snoqualmie trail, the Sammamish River trail, the Snoqualmie Valley trail, and the Soos Creek trail.

JJ. "Rocket" means any device containing a combustible substance that when ignited, propels the device forward.

KK. "Set" a fee means to change or eliminate a fee, including determining, changing, or eliminating a range for a fee. "Set" does not include selecting a fee in a previously set range for a fee.

LL. "Spirits" means any beverage that contains alcohol obtained by distillation, including wines exceeding twenty-four percent of alcohol by volume.

MM. "Sponsorship" means providing consideration to support specific parks and recreation facilities or activities, generally in exchange for advertising on county property, through county media, or otherwise, or other promotional consideration.

NN. "Tobacco product" means cigarettes, cigars, vapor products, pipe tobacco and chewing tobacco.

OO. "Trail" means any path, track, or right of way designed for use by pedestrians, bicycles, equestrians, or other nonmotorized modes of transportation, including, but not limited to, a backcountry trail and a regional trail.

786 PP. "Trailer" means a towed vehicle that contains sleeping or housekeeping
787 accommodations.

788 QQ. "Trailer site" means a designated camping site that has either water or
789 electrical facilities, or both, available for hookup.

790 RR. "User fee" means a fee charged for the use of parks and recreation facilities,
791 activities and programs, including, but not limited to, general facilities admission, classes
792 and workshops, sponsored leagues and tournaments, gymnasium and field usage for
793 games and practice, field lights and other equipment, concessions, parking, camping,
794 special event admission, rooms for meetings, conference banquets and other indoor
795 activities, kitchen and equipment. "User fee" does not include the cost of purchasing
796 tangible personal property sold by the division. "User fee" also does not include charges
797 made under:

798 1. An advertising, sponsorship or naming rights agreement in accordance with
799 K.C.C. 7.08.080;

800 2. A concession contract in accordance with K.C.C. chapter 4.57;

801 3. A lease, rental, or use agreement in accordance with K.C.C. 4.56.150; or

802 4. A special use permit in accordance with K.C.C. 7.12.050.

803 SS. "Vessel" means any contrivance more than sixty-five feet in length overall,
804 used or capable of being used as a means of transportation on water.

805 SECTION 11. Ordinance 11992, Section 2, as amended, and K.C.C. 12.16.010
806 are hereby amended to read as follows:

807 The definitions in this section apply throughout this chapter unless the context
808 clearly requires otherwise.

809 A. "Administrator" means the director of the finance and business operations
810 division in the department of executive services.

811 B. "Contract awarding authority" means any person with the power to enter into a
812 contractual arrangement binding the county and also means the particular office, agency,
813 or division on whose behalf the contract is executed. In addition, "contract awarding
814 authority" includes, but is not limited to, the county executive, heads of county
815 departments or offices and as delegated, division directors.

816 C. "Contractor" means any person, firm, business, organization, company,
817 partnership, corporation, or other legal entity, excluding real property lessors and lessees
818 and government agencies, contracting to do business with the county including, but not
819 limited to, public work contractors, consultant contractors, providers of professional
820 services, service agencies, vendors, and suppliers selling or furnishing materials,
821 equipment, or goods or services.

822 D. "Disability" means ~~((the presence of a sensory, mental, or physical~~
823 ~~impairment that is medically cognizable or diagnosable; or exists as a record or history;~~
824 ~~or is perceived to exist whether or not it exists in fact. A disability exists whether it is~~
825 ~~temporary or permanent, common or uncommon, mitigated or unmitigated, or whether or~~
826 ~~not it limits the ability to work generally or work at a particular job or whether or not it~~
827 ~~limits any other activity within the scope of this chapter));~~

828 1. A physical or mental impairment that substantially limits one or more of a
829 person's major life activities, either temporarily or permanently;

830 2. A person is regarded as having such an impairment; or

831 3. A person has a disability under the Washington state Law Against
832 Discrimination, chapter 49.60 RCW.

833 E. "Disability access laws" means all laws requiring that county services,
834 programs and activities be accessible by people with disabilities including Title II of the
835 Americans with Disabilities Act, Title II of the Telecommunications Act of 1934, as
836 amended, and Section 504 of the Rehabilitation Act of 1973, as amended.

837 F. "Discriminate" means an action, other than an action taken in accordance with
838 lawful equal employment opportunity efforts, or failure to act, whether by itself or as part
839 of a practice, the effect of which is to adversely affect or differentiate between or among
840 individuals or groups of individuals, by reasons of ~~((sex, race, color, marital status,~~
841 ~~national origin, religious affiliation, disability, sexual orientation, gender identity or~~
842 ~~expression or age except by minimum age and retirement provisions,))~~ one or more of the
843 protected classes as defined in K.C.C. chapter 3.12D unless based upon a bona fide
844 occupational qualification.

845 G. "Discrimination" means differential treatment of or pursuit of policies or
846 practices that have a disproportionate impact upon persons due to one or more of their
847 ~~((sex, race, color, marital status, national origin, religious affiliation, disability, sexual~~
848 ~~orientation, gender identity or expression or age except by minimum age and retirement~~
849 ~~provisions,))~~ protected classes as defined in K.C.C. chapter 3.12D unless based upon a
850 bona fide occupational qualification.

851 H. "Employment" means any and all terms and conditions and policies and
852 practices of employment including, but not limited to, hiring, firing, upgrading,

demotion, recruiting, transfer, lay-off, termination, pay rates and advertisement, hours, and conditions of work.

I. "Equal employment opportunity" means the availability of employment and advancement of all people based on merit, capability, and potential, and without regard to one or more of an individual's (~~((sex, race, color, marital status, national origin, religious affiliation, disability, sexual orientation, gender identity or expression or age except by minimum age and retirement provisions,))~~) protected classes as defined in K.C.C. chapter 3.12D unless based upon a bona fide occupational qualification. "Equal employment opportunity" includes the following components: recruitment, application processing, hiring, job placement, compensation, promotion, transfer, termination, and work assignment.

J. "Equal employment opportunity efforts" means active efforts to ensure equal opportunity in employment that is free from all forms of discrimination.

K. "Equal opportunity" means a system of practices under which individuals are not excluded from any opportunity or benefits because of one or more of their (~~((sex, race, color, marital status, national origin, religious affiliation, disability, sexual orientation, gender identity or expression or age except by minimum age and retirement provisions,))~~) protected classes as defined in K.C.C. chapter 3.12D unless based upon a bona fide occupational qualification.

L. "Gender identity or expression" means an individual's gender-related identity, appearance, or expression, whether or not associated with the individual's sex assigned at birth, and includes an individual's attitudes, preferences, beliefs, and practices pertaining to the individual's own gender identity or expression.

876 M. "Lessor" and "lessee" means any person, firm, business, organization,
877 company, partnership, corporation, or other legal entity, excluding government agencies,
878 entering into any lease or license for the possession or use of real property with the
879 county.

880 N. "Minority" or "minorities" means a person who is a citizen of the United
881 States and who is a member of one or more of the following historically disadvantaged
882 racial groups:

883 1. Black or African American: Having origins in any of the Black racial groups
884 of Africa;

885 2. Hispanic: Mexican, Puerto Rican, Cuban, Central American, South
886 American, or of other Spanish or Portuguese culture or origin, regardless of race;

887 3. Asian American: Having origins in any of the original peoples of the Far
888 East, Southeast Asia, the Indian subcontinent, or the Pacific Islands; or

889 4. American Indian or Alaskan Native: Having origins in any of the original
890 peoples of North America.

891 O. "Permanent workforce" means those persons employed by a bidder, proposer,
892 or contractor for at least six continuous months immediately prior to the bid or proposal
893 opening or the award of a contract by the county, and who are currently employed by the
894 bidder, proposer, or contractor.

895 P. "Reasonable accommodation" means steps taken to modify facilities used by
896 employees or to modify a particular job component which enables an otherwise qualified
897 person with a disability to perform the essential functions of the job.

898 Q. (~~"Sexual orientation" means an individual's attitudes, preferences, beliefs, and~~
899 ~~practices pertaining to the individual's own sexual orientation including, but not limited~~
900 ~~to, heterosexuality, homosexuality, and bisexuality.))~~

901 R.)) "Underrepresentation" means presence in a contractor's work force of
902 minorities, women, and persons with disabilities, in a particular job category in
903 proportionate numbers less than their representation in the county's labor market area.

904 SECTION 12. Ordinance 11992, Section 2, as amended, and K.C.C. 12.16.020
905 are hereby amended to read as follows:

906 No contractor, subcontractor, or union doing business with the county or a county
907 contractor, who furnishes workers or services in connection therewith, shall discriminate
908 against any person on the basis of (~~(sex, race, color, marital status, national origin,~~
909 ~~religious affiliation, disability, sexual orientation, gender identity or expression or age~~
910 ~~except by minimum age and retirement provisions,)) one or more of the protected classes~~
911 as defined in K.C.C. chapter 3.12D unless based upon a bona fide occupational
912 qualification, and no such contractor, subcontractor, or union shall violate any of the
913 terms of chapter 49.60 RCW, Title VII of the Civil Rights Act of 1964, or any other
914 applicable federal, state, or local law or regulation regarding nondiscrimination in
915 employment.

916 SECTION 13. Ordinance 11992, Section 7, as amended, and K.C.C. 12.16.050
917 are hereby amended to read as follows:

918 A. The county's policy, as stated in this chapter, requiring nondiscrimination in
919 contractor and subcontractor employment and equal employment opportunity shall be
920 included in all county contracts, except real property sale and lease transactions and

government agency contracts. The requirement of compliance with disability access laws shall be included in all applicable county contracts. A violation of this chapter shall be deemed a breach of a material provision of the contract between the county and the contractor. Such a breach shall be grounds for cancellation, termination, or suspension, in whole or in part, of the contract by the county, or for invoking the enforcement provisions of this chapter providing for penalties, liquidated damages or other remedies, and may result in ineligibility for county contracts. The burden is on the contractor to demonstrate its compliance with this chapter.

B. Invitations to bid and requests for proposals for all county contracts, except real property leases, may require the bidder or proposer to comply specifically with equal employment opportunity efforts to follow in the event a contract is awarded to the bidder or proposer. Such efforts shall ensure the contractor and its subcontractors while performing the contract for the county affords equal opportunity in employment.

C. Whenever the administrator determines that a contractor's obligations under this chapter need review or updating, the administrator shall notify the contractor, who shall take such steps as are necessary to review or update its equal employment opportunity policies and practices to meet county requirements.

D. A bidder may also be required, after award of a contract, to submit permanent workforce information including, but not limited to, the total number of employees for all business locations, a personnel inventory by job category and other such data as may be determined by the administrator.

E. Contractors performing under construction contracts shall submit monthly employment reports on such forms and by methods, including electronic submission, as

may be established by the administrator. The reports shall include information sufficient to demonstrate the extent to which the contractor has complied with this chapter.

F. Neither the provisions of any collective bargaining agreement nor the failure by a union with whom the contractor has a collective bargaining agreement to shall excuse the contractor's obligation under this chapter.

G. The following provisions shall be included in contracts awarded by the county, except as provided otherwise in this chapter:

1. During performance of the contract, the contractor agrees that it will not discriminate against any employee or applicant for employment because of one or more of the employee or applicant's (~~((sex, race, color, marital status, national origin, religious affiliation, disability, sexual orientation, gender identity or expression or age except by minimum age and retirement provisions,))~~) protected classes as defined in K.C.C. chapter 3.12D unless based upon a bona fide occupational qualification. The contractor will take equal employment opportunity efforts to ensure that applicants and employees are treated, without regard to one or more of their (~~((sex, race, color, marital status, national origin, religious affiliation, disability, sexual orientation, gender identity or expression or age))~~) protected classes as defined in K.C.C. chapter 3.12D. The equal employment opportunity efforts shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeships. The contractor agrees to post in conspicuous places available to employees and applicants for employment notices setting forth this nondiscrimination clause;

2. The contractor shall permit access by the administrator to the contractor's records of employment, employment advertisements, application forms, other pertinent data and records related to the contract for the purpose of monitoring, audit, and investigation to determine compliance with this chapter; and

3. The contractor shall implement and carry out the obligations in this chapter and the contract regarding equal employment opportunity. The county shall consider the failure to implement and carry out such obligations in good faith as a material breach of the contract and grounds for withholding payment and/or termination of the contract and dismissal of the contractor.

I. All contracts and agreements with the county, under which a contractor provides a service, program, or activity to the general public or under which a contractor provides a service, program, or activity directly to county employees on behalf of the county as the employer shall include the following provisions:

1. The contractor agrees to provide to persons with disabilities access to programs, activities, and services provided under the contract or agreement, as required by the disability access laws; and

2. The contractor shall not discriminate against persons with disabilities in providing the work under the contract. In any subcontracts for the programs, activities, and services under their contract or agreement with the county, the contractor shall include the requirement that the subcontractor provide to persons with disabilities access to programs, activities, and services provided under the contract or agreement, as required by the disability access laws, that the subcontractor shall not discriminate against persons with disabilities in providing the work under the contract and that the

subcontractor shall provide that the county is a third-party beneficiary to that required provision.

SECTION 14. Ordinance 11992, Section 9, as amended, and K.C.C. 12.16.070 are hereby amended to read as follows:

All labor unions or agencies that refer workers or employees or provide or supervise apprenticeship or other training programs from whom the contractor obtains employees must comply with this chapter, which requires the organization have no discriminatory practices or policies based on ~~((sex, race, color, marital status, national origin, religious affiliation, disability, sexual orientation, gender identity or expression or age except by minimum age and retirement provisions,))~~ one or more of the protected classes as defined in K.C.C. chapter 3.12D unless based upon a bona fide occupational qualification.

SECTION 15. Ordinance 10849, Section 19, as amended, and K.C.C. 12.16.125 are hereby amended to read as follows:

No lessor or lessee doing business with the county shall discriminate on the basis of ~~((race, color, marital status, national origin, religious affiliation, disability, sexual orientation, gender identity or expression or age except by minimum age and retirement provisions,))~~ one or more of the protected classes as defined in K.C.C. chapter 3.12D unless based upon a bona fide occupational qualification, in the employment or application for employment or in the administration or delivery of services or any other benefits under this chapter. The lessor or lessee shall comply fully with all applicable federal, state, and local laws, ordinances, executive orders, and regulations that prohibit such discrimination. These laws include, but are not limited to, chapter 49.60 RCW, and

1013 Titles VI and VII of the Civil Rights Act of 1964. The language in this section shall be
1014 included in all lease or license agreements for the possession or use of real property,
1015 except for agreements with government agencies.

1016 SECTION 16. Ordinance 13981, Section 1, as amended, and K.C.C. 12.17.002
1017 are hereby amended to read as follows:

1018 This chapter is an exercise of the police power of King County for the protection
1019 of the public welfare, health, peace, and safety of the residents of King County and in
1020 fulfillment of the provisions of the constitution of this state. The King County council
1021 hereby finds and declares that practices of discrimination in contracting by business
1022 enterprises against any person on the basis of ((~~race, color, age, gender, marital status,~~
1023 ~~sexual orientation, gender identity or expression, religion, ancestry, national origin,~~
1024 ~~disability or use of a service or assistive animal by an individual with a disability~~)) one or
1025 more of the protected classes as defined in K.C.C. chapter 3.12 D constitute matters of
1026 local concern and are contrary to the public welfare, health, peace, and safety of the
1027 residents of King County.

1028 SECTION 17. Ordinance 13981, Section 2, as amended, and K.C.C. 12.17.010
1029 are hereby amended to read as follows:

1030 The definitions in this section apply throughout this chapter unless the context
1031 clearly requires otherwise.

1032 A. "Business enterprise" means a licensed business organization located in or
1033 doing business in unincorporated King County or that is required to comply with this
1034 chapter by the terms of an agreement with King County under K.C.C. 12.17.100.

1035 B. "Charging party" means the person aggrieved by an alleged unfair contracting
1036 practice or the person making a complaint on another person's behalf, or the office of
1037 equity and racial and social justice when the office of equity and racial and social justice
1038 files a complaint.

1039 C. "Commercially significant contract" means a contract for the provision of
1040 services, including, but not limited to, construction services, consulting services, or
1041 bonding or other financial services, or the sale of goods that exceeds five thousand
1042 dollars.

1043 D. "Contract" means an agreement to perform a service or provide goods that
1044 entails a legally binding obligation and that is performed or intended to be wholly or
1045 partly performed within unincorporated King County or that includes King County as a
1046 party. "Contract" does not include the following: a contract for the purchase and sale of
1047 residential real estate; a contract for employment; and a collective bargaining agreement.

1048 E. "Contracting agency" means a person who for compensation engages in
1049 recruiting, procuring, referral, or placement of contracts with a contractor, and that is
1050 doing business in King County.

1051 F. "Contractor" means a business enterprise, including, but not limited to, a
1052 company, partnership, corporation, or other legal entity, excluding real property lessors
1053 and lessees, contracting to do business within the county. "Contractor" includes, but is
1054 not limited to, a public works contractor, a consultant contractor, a provider of
1055 professional services, a service agency, a vendor, and a supplier selling or furnishing
1056 materials, equipment, goods, or services, but does not include a governmental agency
1057 other than King County.

1058 G. "Discriminate," "discrimination," and "discriminatory act" mean an action,
1059 other than an action taken in accordance with a lawful affirmative action program, or
1060 failure to act, whether by itself or as part of a practice, the effect of which is to adversely
1061 affect or differentiate between or among individuals or groups of individuals, by reasons
1062 of ~~((race, color, age, gender, marital status, sexual orientation, religion, ancestry, national~~
1063 ~~origin, disability or use of a service or assistive animal by an individual with a~~
1064 ~~disability,))~~ one or more of the protected classes as defined in K.C.C. chapter 3.12D
1065 unless based upon a bona fide contractual qualification.

1066 ~~((H. "Gender identity or expression" means an individual's gender-related~~
1067 ~~identity, appearance, or expression, whether or not associated with the individual's sex~~
1068 ~~assigned at birth, and includes an individual's attitudes, preferences, beliefs, and practices~~
1069 ~~pertaining to the individual's own gender identity or expression.~~

1070 ~~I. "Marital status" means the presence or absence of a marital relationship and~~
1071 ~~includes the status of married, separated, divorced, engaged, widowed, single, or~~
1072 ~~cohabiting.~~

1073 ~~J.))~~ H. "Party" includes the person making a complaint alleging an unfair
1074 contracting practice and the person alleged to have committed an unfair contracting
1075 practice.

1076 ~~((K.))~~ I. "Person" includes one or more individuals, partnerships, business
1077 enterprises, associations, organizations, corporations, cooperatives, legal representatives,
1078 trustees, trustees in bankruptcy, receivers, or group of persons, and includes King
1079 County.

1080 ~~((I.))~~ J. "Respondent" means a person who has been alleged or found to have
1081 committed an unfair contracting practice prohibited by this chapter.

1082 ~~((M.))~~ K. "Retaliate" means to take action against any person because that person
1083 has:

1084 1. Opposed any practice forbidden by this chapter;

1085 2. Complied or proposed to comply with this chapter or any order issued under
1086 this chapter; or

1087 3. Filed a complaint, testified, or assisted in any manner in any investigation,
1088 proceeding, or hearing initiated under this chapter.

1089 ~~((N. "Service or assistive animal" means any dog guide, signal or hearing dog,
1090 seizure response dog, therapeutic companion animal, or other animal that does work,
1091 performs tasks, or provides medically necessary support for the benefit of an individual
1092 with a disability.~~

1093 ~~O. "Sexual orientation" means an individual's attitudes, preferences, beliefs, and
1094 practices pertaining to the individual's own sexual orientation including, but not limited
1095 to, actual or perceived heterosexuality, homosexuality and bisexuality.~~

1096 ~~P.))~~ L. "Trade association" means an association of businesses organizations
1097 engaged in similar fields of business that is formed for mutual protection, the interchange
1098 of ideas, information, and statistics or the maintenance of standards within their industry.

1099 SECTION 18. Ordinance 7430, Section 1, as amended, and K.C.C. 12.18.010 are
1100 hereby amended to read as follows:

1101 This chapter is an exercise of the police power of King County for the protection
1102 of the public welfare, health, peace, and safety of the residents of King County and in

1103 fulfillment of the state Constitution. The King County council hereby finds and declares
1104 that practices of employment discrimination against any person on the basis of (~~race,~~
1105 ~~color, age, gender, marital status, sexual orientation, gender identity or expression,~~
1106 ~~religion, ancestry, national origin, disability or use of a service or assistive animal by an~~
1107 ~~individual with a disability~~)) one or more of the protected classes as defined in K.C.C.
1108 chapter 3.12D constitute matters of local concern and are contrary to the public welfare,
1109 health, peace, and safety of the residents of King County.

1110 SECTION 19. Ordinance 7430, Section 2, as amended, and K.C.C. 12.18.020 are
1111 hereby amended to read as follows:

1112 The definitions in this section apply throughout this chapter unless the context
1113 clearly requires otherwise:

1114 A. (~~("Age" means being eighteen years old or older.~~

1115 ~~B.))~~ "Aggrieved person" includes a person who claims to have been injured by an
1116 unfair employment practice.

1117 (~~(C.))~~ B. "Charging party" means any person alleging an unfair employment
1118 practice under this chapter by filing a complaint with the office of equity and racial and
1119 social justice.

1120 (~~(D.1. "Disability" means:~~

1121 ~~a. a physical or mental impairment that substantially limits one or more of a~~
1122 ~~person's major life activities, either temporarily or permanently;~~

1123 ~~b. a person has a record of having such an impairment;~~

1124 ~~c. a person is regarded as having such an impairment; or~~

d. ~~a person has any other condition that is a disability under the Washington state Law Against Discrimination, chapter 49.60 RCW, as it pertains to employment.~~

2. ~~"Disability" does not include current, illegal use of a controlled substance, as defined in section 102 of 21 U.S.C. Sec. 802 as it exists on April 16, 2006.~~

E.)) C. "Discriminate," "((D))discrimination," or "discriminatory act" means any action or failure to act, whether by itself or as part of a practice, the effect of which is to adversely affect or differentiate between or among, individuals or groups of individuals, by reasons of ((race, color, age, gender, marital status, sexual orientation, gender identity or expression, religion, ancestry, national origin, disability or use of a service or assistive animal by an individual with a disability,)) one or more of the protected classes as defined in K.C.C. chapter 3.12D unless based upon a bona fide occupational qualification.

((F.)) D. "Employee" means any person who works for another in return for financial or other compensation, and does not include any individual employed by the individual's parents, spouse, or child, or in the domestic service of any person.

((G.)) E. "Employer" means King County or any person acting in the interest of an employer, directly or indirectly, who employs eight or more persons in unincorporated King County, and includes neither any religious or sectarian organization not organized for private profit nor any governmental body other than King County.

((H.)) F. "Employment agency" means any person who for compensation engages in recruiting, procuring, referral, or placement of employees with an employer.

((I.)) G. "Gender identity or expression " means an individual's gender-related identity, appearance, or expression, whether or not associated with the individual's sex

1148 assigned at birth, and includes an individual's attitudes, preferences, beliefs, and practices
1149 pertaining to the individual's own gender identity or expression.

1150 ~~((J.))~~ H. "Labor organization" means any organization existing for the purpose of:

1151 1. Dealing with employers concerning grievances, terms, or conditions of
1152 employment; or

1153 2. Providing other mutual aid or protection in connection with employment.

1154 ~~((K. "Marital status" means the presence or absence of a marital relationship and
1155 includes the status of married, separated, divorced, engaged, widowed, single, or
1156 cohabiting.~~

1157 ~~((L.))~~ I. "Party" includes the person making a complaint or upon whose behalf a
1158 complaint is made alleging an unfair employment practice, the person alleged or found to
1159 have committed an unfair employment practice, and the office of equity and racial and
1160 social justice.

1161 ~~((M.))~~ J. "Person" includes one or more individuals, partnerships, associations,
1162 organizations, corporations, cooperatives, legal representatives, trustees, trustees in
1163 bankruptcy, receivers, or groups of persons, and includes King County.

1164 ~~((N.))~~ K. "Respondent" means any person who is alleged to or found to have
1165 committed an unfair employment practice prohibited by this chapter.

1166 ~~((O. "Service or assistive animal" means a dog guide, signal or hearing dog,
1167 seizure response dog, therapeutic companion animal, or other animal that does work,
1168 performs tasks, or provides medically necessary support for the benefit of an individual
1169 with a disability.~~

1170 P.)) L. "Settlement discussions" or "conference, conciliation, and persuasion"
1171 means the attempted resolution of issues raised by a complaint, or by the investigation of
1172 a complaint, through informal negotiations involving the charging party, the respondent
1173 and the office of equity and racial and social justice.

1174 ((Q. "~~Sexual orientation~~" means an individual's attitudes, preferences, beliefs, and
1175 practices pertaining to the individual's own sexual orientation including, but not limited
1176 to, actual or perceived heterosexuality, homosexuality, and bisexuality.))

1177 SECTION 20. Ordinance 5280, Section 1, as amended, and K.C.C. 12.20.010 are
1178 hereby amended to read as follows:

1179 This chapter is an exercise of the police power of King County for the protection
1180 of the public welfare, health, peace, and safety of the residents of King County and in
1181 fulfillment of the state Constitution. The King County council finds and declares that
1182 practices of housing discrimination against any persons on the basis of ((~~race, color,~~
1183 ~~religion, national origin, ancestry, age, gender, marital status, parental status~~)) one or
1184 more of the protected classes as defined in K.C.C. chapter 3.12D, participation in the
1185 Section 8 program or other housing subsidy program, or alternative source of income((;
1186 ~~sexual orientation, gender identity or expression, disability or use of a service or assistive~~
1187 ~~animal by an individual with a disability~~)) constitute matters of local concern and are
1188 contrary to the public welfare, health, peace, and safety of the residents of King County.

1189 SECTION 21. Ordinance 5280, Section 2, as amended, and K.C.C. 12.20.020 are
1190 hereby amended to read as follows:

1191 The definitions in this section apply throughout this chapter unless the context
1192 clearly requires otherwise.

1193 A. "Aggrieved person" includes a person who:

1194 1. Claims to have been injured by an unfair housing practice; or

1195 2. Believes that the person will be injured by an unfair housing practice that is

1196 about to occur.

1197 B. "Alternative source of income" means lawful, verifiable income derived from

1198 sources other than wages, salaries, or other compensation for employment. It includes

1199 but is not limited to moneys derived from Social Security benefits, other retirement

1200 programs, supplemental security income, unemployment benefits, child support, the state

1201 Aged, Blind, or Disabled Cash Assistance Program, state Refugee Cash Assistance and

1202 any other federal, state, local government, private, or nonprofit-administered cash benefit

1203 program.

1204 C. "Charging party" means any person alleging an unfair housing practice under

1205 this chapter by filing a complaint with the office of equity and racial and social justice.

1206 D.1. "Disability" means:

1207 a. a physical or mental impairment that substantially limits one or more of a

1208 person's major life activities, either temporarily or permanently;

1209 b. ~~((a person has a record of having such an impairment;~~

1210 ~~e.))~~ a person is regarded as having such an impairment; or

1211 ~~((d.))~~ c. a person has ~~((any other condition that is))~~ a disability under the

1212 Washington state Law Against Discrimination, chapter 49.60 RCW~~((, as it pertains to~~

1213 ~~real estate and housing))~~).

1214 2. "Disability" does not include current, illegal use of a controlled substance, as

1215 defined in section 102 of 21 U.S.C. Sec. 802 as it exists on April 16, 2006.

1216 E. "Discriminate" means any action or failure to act, whether by single act or as
1217 part of a practice, the effect of which is to adversely affect or differentiate between or
1218 among individuals or groups of individuals, because of (~~((race, color, religion, national~~
1219 ~~origin, ancestry, age, gender, marital status, parental status))~~ one or more of the protected
1220 classes as defined in K.C.C. chapter 3.12D, participation in the Section 8 program or
1221 other housing subsidy program, or alternative source of income(~~(, sexual orientation,~~
1222 ~~gender identity or expression, disability, or use of a service or assistive animal by an~~
1223 ~~individual with a disability))~~).

1224 F. "Dwelling" or "dwelling unit" mean any building, structure or portion of a
1225 building or structure that is occupied as, or designed or intended for occupancy as, a
1226 residence by one or more families or individuals, and any vacant land that is offered for
1227 sale or lease for the construction or location thereon of any such a building, structure, or
1228 portion of a building or structure.

1229 G. "Gender identity or expression" means an individual's gender-related identity,
1230 appearance, or expression, whether or not associated with the individual's sex assigned at
1231 birth, and includes an individual's attitudes, preferences, beliefs, and practices pertaining
1232 to the individual's own gender identity or expression.

1233 H. "Housing accommodations" means any dwelling or dwelling unit, rooming
1234 unit, rooming house, lot, or parcel of land in unincorporated King County that is used,
1235 intended to be used or arranged or designed to be used as, or improved with, a residential
1236 structure for one or more human beings.

1237 I. (~~("Marital status" means the presence or absence of a marital relationship and~~
1238 ~~includes the status of married, separated, divorced, engaged, widowed, single, or~~
1239 ~~cohabiting.~~

1240 ~~I.))~~ 1. "Parental status" means one or more individuals, who have not attained the
1241 age of eighteen years, being domiciled with:

1242 a. a parent or another person having legal custody of the individual or
1243 individuals; or

1244 b. the designee of such a parent or other person having the custody, with the
1245 written permission of the parent or other person.

1246 2. The protections afforded against discrimination on the basis of familial status
1247 apply to a person who is pregnant or is in the process of securing legal custody of an
1248 individual who has not attained the age of eighteen years.

1249 (~~(K.))~~ J. "Participation in the Section 8 program or other housing subsidy
1250 program" means participating in a short- or long-term federal, state, or local government,
1251 private, nonprofit, or other assistance program in which a tenant's rent is paid either
1252 partially or completely by the program, through a direct arrangement between the
1253 program and the owner or lessor of the real property. Other housing subsidy programs
1254 include, but are not limited to, the federal Veteran Affairs Supportive Housing vouchers,
1255 state Housing and Essential Needs funds and short-term rental assistance provided by
1256 rapid rehousing subsidies.

1257 (~~(L.))~~ K. "Party" includes the person charging or making a complaint or upon
1258 whose behalf a complaint is made alleging an unfair practice, the person alleged or found
1259 to have committed an unfair practice and the office of equity and racial and social justice.

1260 ((M.)) L. "Person" means one or more individuals, partnerships, associations,
1261 organizations, corporations, cooperatives, legal representatives, trustees and receivers, or
1262 any group of persons; including any owner, lessee, proprietor, housing manager, agent, or
1263 employee whether one or more natural persons. "Person" also includes any political or
1264 civil subdivisions of the state and any agency or instrumentality of the state or of any
1265 political or civil subdivision of the state.

1266 ((N.)) M. "Real estate transaction" includes, but is not limited to, the sale,
1267 conveyance, exchange, purchase, rental, lease, or sublease of real property.

1268 ((O.)) N. "Real estate-related transaction" means any of the following:

1269 1. The making or purchasing of loans or providing other financial assistance:

1270 a. for purchasing, constructing, improving, repairing, or maintaining real
1271 property; or

1272 b. secured by real property; or

1273 2. The selling, brokering, or appraising of real property.

1274 ((P.)) O. "Real property" includes, but is not limited to, buildings, structures, real
1275 estate, lands, tenements, leaseholds, interests in real estate cooperatives, condominiums,
1276 and hereditaments, corporeal and incorporeal, or any interest therein.

1277 ((Q.)) P. "Respondent" means any person who is alleged or found to have
1278 committed an unfair practice prohibited by this chapter.

1279 ((R.)) Q. "Senior citizens" means persons who are sixty-two years of age or
1280 older.

1281 ~~((S.)) R. "Service or assistive animal" means a dog guide, signal or hearing dog,~~
1282 ~~seizure response dog, therapeutic companion animal, or other animal that does work,~~

~~performs tasks, or provides medically necessary support for the benefit of an individual with a disability.~~

~~F.))~~ R. "Settlement discussions" and "conference, conciliation, and persuasion" mean the attempted resolution of issues raised by a complaint, or by the investigation of a complaint, through informal negotiations involving the charging party, the respondent, and the office of equity and racial and social justice.

~~((U. "Sexual orientation" means an individual's attitudes, preferences, belief, and practices pertaining to the individual's own sexual orientation including, but not limited to, actual or perceived heterosexuality, homosexuality, and bisexuality.))~~

S. "Verifiable" means the source of income can be confirmed as to its amount or receipt.

SECTION 22. Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.040 are hereby amended to read as follows:

A. It is a discriminatory practice and unlawful for any person, whether acting on the person's own behalf or for another, because of ~~((race, color, religion, national origin, ancestry, age, gender, marital status, parental status))~~ one or more of the protected classes as defined in K.C.C. chapter 3.12D, participation in the Section 8 program or other housing subsidy program, or alternative source of income~~((, sexual orientation, gender identity or expression, disability or use of a service or assistive animal by an individual with a disability))~~:

1. Except as otherwise provided in subsection A.12. of this section, to refuse to engage in a real estate transaction with a person or to otherwise make unavailable or deny a dwelling to any person;

1306 2. To discriminate against a person in the terms, conditions or privileges of a
1307 real estate transaction, including financial terms and conditions such as the setting of
1308 rents or damage deposits, or in the furnishing of facilities or services in connection with
1309 any real estate transaction; however, rents and damage deposits may be adjusted to
1310 recognize the number of persons utilizing the property except insofar as such adjustment
1311 might discriminate based on (~~race, color, religion, national origin, ancestry, age, gender,~~
1312 ~~marital status, parental status~~)) one or more of the protected classes as defined in K.C.C.
1313 chapter 3.12D, participation in the Section 8 program or other housing subsidy program,
1314 or alternative source of income(~~(, sexual orientation, gender identity or expression,~~
1315 ~~disability or use of a service or assistive animal by an individual with a disability)~~));

1316 3. To refuse to receive or to fail to transmit a bona fide offer to engage in a real
1317 estate transaction from a person;

1318 4. To refuse to negotiate for a real estate transaction with a person;

1319 5. To represent to a person that real property is not available for inspection, sale,
1320 rental, or lease when in fact it is so available, to fail to bring a property listing to the
1321 person's attention or to refuse to permit the person to inspect real property;

1322 6. To make, print, circulate, publish, post or mail or cause to be made, printed,
1323 circulated, published, posted, or mailed a statement, notice, advertisement, or sign,
1324 pertaining to a real estate transaction or a real estate related transaction that indicates,
1325 directly or indirectly, an intent to make a limitation, preference or discrimination with
1326 respect to the transaction;

1327 7. To use a form of application or to make a record of inquiry regarding a real
1328 estate transaction or a real estate related transaction that indicates, directly or indirectly,

1329 an intent to make a limitation, preference or discrimination with respect to the
1330 transaction;

1331 8. To offer, solicit, accept, use₂ or retain a listing of real property with the
1332 understanding that a person might be discriminated against in a real estate transaction or
1333 in the furnishing of facilities or services in connection with the transaction;

1334 9. To expel a person from occupancy of real property;

1335 10. To discriminate against in the course of negotiating or executing a real
1336 estate transaction whether by mortgage, deed of trust, contract₂ or other instrument
1337 imposing a lien or other security in real property₂ or in negotiating or executing any item
1338 or service related thereto including issuance of title insurance, mortgage insurance, loan
1339 guarantee₂ or other aspect of the transaction;

1340 11. To deny any person access to or membership or participation in any
1341 multiple-listing service, real estate brokers' organization, or other service, organization,
1342 or facility relating to the business of selling or renting dwellings, or to discriminate
1343 against any person in the terms or conditions of such access, membership₂ or
1344 participation; or

1345 12.a. To refuse to lease or rent any real property to any person based on the
1346 person's reliance on the Section 8 program or other housing subsidy programs to make
1347 rental payments unless:

1348 (1) the person's reliance on the Section 8 program or other housing subsidy
1349 programs is conditioned on the real property passing inspection;

1350 (2) the written estimate of the cost of improvements necessary to pass
1351 inspection is more than one thousand five hundred dollars; and

1352 (3) the landlord has not received moneys from the state's landlord mitigation
1353 program, as set forth in chapter 43.31 RCW, to make the improvements.

1354 b. This subsection A.12. shall apply beginning September 30, 2018.

1355 B. It is a discriminatory practice and unlawful for any person, whether acting on
1356 the person's own behalf or for another, to coerce, intimidate, threaten, or interfere with
1357 any other person in the exercise or enjoyment of, on account of the other person having
1358 exercised or enjoyed, or on account of the other person having aided or encouraged any
1359 person in the exercise or enjoyment of, any right granted or protected by this chapter.

1360 C. It is a discriminatory practice and unlawful for any person, whether acting on
1361 the person's own behalf or for another, to discriminate against in the sale or rental of, or
1362 to otherwise make unavailable or deny, a dwelling to any buyer or renter because of a
1363 disability of any one or more of:

1364 1. That buyer or renter;

1365 2. A person residing in or intending to reside in that dwelling after it is so sold,
1366 rented, or made available; or

1367 3. Any person associated with that buyer or renter.

1368 D. It is a discriminatory practice and unlawful for any person, whether acting on
1369 the person's own behalf or for another, to discriminate against any person in the terms,
1370 conditions or privileges of sale or rental of a dwelling, or in the provision of services or
1371 facilities in connection with a dwelling, because of a disability of any one or more of:

1372 1. That person;

1373 2. A person residing in or intending to reside in that dwelling after it is so sold,
1374 rented, or made available; or

1375 3. Any person associated with that person.

1376 E. For the purposes of this chapter, discriminatory practices based either on
1377 disability or use of a service or assistive animal by an individual with a disability are
1378 unlawful and include:

1379 1. Refusal to permit, at the expense of an individual with a disability, reasonable
1380 modifications of existing premises occupied or to be occupied by the person if the
1381 modifications might be necessary to afford the person full enjoyment of the premises.

1382 However, for a rental, the landlord may, if it is reasonable to do so, condition permission
1383 for a modification on the renter agreeing to restore the interior of the premises to the
1384 condition that existed before the modification, reasonable wear and tear excepted;

1385 2. Refusal to make reasonable accommodations in rules, policies, practices, or
1386 services, if the accommodations might be necessary to afford an individual or individuals
1387 with disabilities equal opportunity to use and enjoy a dwelling; or

1388 3. Failure to design, construct and alter dwellings in conformance with 42
1389 U.S.C. 3604 as it exists on April 16, 2006, the Washington State Barrier Free Regulations
1390 (chapter 51-50 WAC, pursuant to chapters 19.27 and 70.92 RCW), other regulations
1391 adopted under 42 U.S.C. 3604 and chapters 19.27 and 70.92 RCW, and all other
1392 applicable laws pertaining to access to individuals with disabilities. If the requirements
1393 of applicable laws differ, the requirements that require greater accessibility to individuals
1394 with disabilities govern.

1395 F. It is discriminatory practice and unlawful for any person, whether acting on the
1396 person's own behalf or for another, to retaliate by taking action against another person
1397 because the other person:

- 1398 1. Opposed any practice forbidden by this chapter;
- 1399 2. Complied or proposed to comply with this chapter or any order issued under
- 1400 this chapter; or
- 1401 3. Filed a complaint, testified, or assisted in any manner in any investigation,
- 1402 proceeding or hearing initiated under this chapter.

1403 SECTION 23. Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.050 are

1404 hereby amended to read as follows:

1405 It is a discriminatory practice and unlawful for any person acting for monetary

1406 gain, whether acting on the person's own behalf or for another in connection with any real

1407 estate-related transaction, whose business includes engaging in real estate-related

1408 transactions to discriminate against any person in making available such a transaction, or

1409 in the terms or conditions of such a transaction, because of (~~race, color, religion, national~~

1410 ~~origin, ancestry, age, gender, marital status, parental status~~)) one or more of the protected

1411 classes as defined in K.C.C. chapter 3.12D, participation in Section 8 program or other

1412 housing subsidy program, or alternative source of income(~~(, sexual orientation, gender~~

1413 ~~identity or expression, disability or use of a service or assistive animal by an individual~~

1414 ~~with a disability~~)).

1415 SECTION 24. Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.060 are

1416 hereby amended to read as follows:

1417 It is a discriminatory practice and unlawful for any person acting for monetary

1418 gain, whether acting on the person's own behalf or others, directly or indirectly, to engage

1419 in the practices of blockbusting or steering, including the commission of any one or more

1420 of the following acts:

1421 A. Inducing or attempting to induce any person to sell or rent any real property
1422 by representation regarding the entry or prospective entry into the neighborhood or area
1423 of a person or persons of one or more of a particular (~~((race, color, religion, national~~
1424 ~~origin, ancestry, age, gender, marital status))~~) protected class as defined in K.C.C. chapter
1425 3.12D, participation in the Section 8 program or other housing subsidy program, or
1426 alternative source of income(~~(, sexual orientation, gender identity or expression, parental~~
1427 ~~status, disability or use of a service or assistive animal by an individual with a~~
1428 ~~disability))~~); or

1429 B. Showing or otherwise taking any action, the intention or effect of which is to
1430 steer a person or persons to any section of the county or to particular real property in a
1431 manner tending to segregate or maintain segregation on the basis of (~~((race, color,~~
1432 ~~religion, national origin, ancestry, age, gender, marital status, sexual orientation, gender~~
1433 ~~identity or expression, parental status))~~) one or more of the protected classes as defined in
1434 K.C.C. chapter 3.12D, participation in Section 8 program or other housing subsidy
1435 program, or alternative source of income(~~(, disability or use of a service or assistive~~
1436 ~~animal by a an individual with a disability))~~).

1437 SECTION 25. Ordinance 5280, Section 10, as amended, and K.C.C. 12.20.130
1438 are hereby amended to read as follows:

1439 A. Nothing in this chapter:

1440 1. Prohibits treating any person or persons meeting the definition of parental
1441 status or any individual with a disability or individuals with disabilities more favorably
1442 than others if the favorable treatment does not discriminate against persons on the basis
1443 of (~~((race, color, religion, national origin, ancestry, age, gender, marital status, parental~~

1444 ~~status))~~ one or more of the protected classes as defined in K.C.C. chapter 3.12D,
1445 participation in the Section 8 program or other housing subsidy program, or alternative
1446 source of income(~~((sexual orientation, gender identity or expression, disability or use of a~~
1447 ~~service or assistive animal by an individual with a disability))~~);

1448 2. Prohibits a religious organization, association or society, or any nonprofit
1449 institution or organization operated, supervised or controlled by or in conjunction with a
1450 religious organization, association or society, from limiting the sale, rental₁ or occupancy
1451 of dwellings that it owns or operates for other than a commercial purpose, to persons of
1452 the same religion, or from giving preference to persons of the same religion, but only if:

1453 a. membership in the religion is not restricted on account of race, color,
1454 ancestry₁ or national origin; and

1455 b. the limitation or preference is reasonably in the furtherance of a religious
1456 purpose or activity;

1457 3. Prohibits any person from limiting the rental or occupancy of housing
1458 accommodations in any collegiate Greek system residence, school dormitory₁ or similar
1459 residential facility to persons of one gender if considerations of personal privacy exist;

1460 4. Prohibits any person from limiting, on the basis of age or parental status, the
1461 sale, rental₁ or occupancy of housing accommodations that fully qualify as housing for
1462 older persons age fifty-five and over under 42 U.S.C. Sec. 3607 as it exists on April 16,
1463 2006;

1464 5. Prohibits any person from limiting the sale, rental₁ or occupancy of housing
1465 accommodations to:

1466 a. individuals with disabilities in any housing facility operated for individuals
1467 with disabilities;

1468 b. senior citizens in any housing facility operated exclusively for senior
1469 citizens; or

1470 c. elderly persons in any housing provided under any state or federal program
1471 that meets the requirements of 42 U.S.C. Sec. 3607(b)(2)(A) as it exists on April 16,
1472 2006;

1473 6. Requires any person to rent or lease a housing accommodation to a minor;

1474 7. Requires or permit any sale, rental, or occupancy otherwise prohibited by
1475 law;

1476 8. May be interpreted to prohibit any person from making a choice among
1477 prospective purchasers or tenants of real property on the basis of factors other than ((~~race,~~
1478 ~~color, religion, ancestry, national origin, age, gender, marital status, parental status,~~
1479 ~~sexual orientation, gender identity or expression~~)) one or more of the protected classes as
1480 defined in K.C.C. chapter 3.12D, participation in the Section 8 program or other housing
1481 subsidy program, or alternative source of income((~~disability or use of a service or~~
1482 ~~assistive animal by an individual with a disability~~)); or

1483 9. Prohibits any person from placing limitations on the maximum number of
1484 tenants permitted per unit on account of reasonable space limitations or requirements of
1485 law.

1486 B. Nothing in this chapter, except K.C.C. 12.20.040.A.6., 12.20.040.A.7.,
1487 12.20.040.A.8., 12.20.040.B., and 12.20.050, applies to the renting, subrenting, leasing,

or subleasing of a single-family or duplex dwelling unit in which the owner normally maintains a permanent residence, home, or abode.

C. Nothing in this chapter prohibits any party to a real estate transaction or real estate-related transaction from considering the capacity to pay and credit history of any individual applicant.

D. Nothing in this chapter prohibits any party to a real estate transaction or real estate related transaction from considering or taking reasonable action based on the application of community property law to an individual case.

SECTION 26. Ordinance 8625, Section 1, as amended, and K.C.C. 12.22.010 are hereby amended to read as follows:

This chapter is an exercise of the police power of King County for the protection of the public welfare, health, peace, and safety of the residents of King County and in fulfillment of the state Constitution. The King County council hereby finds and declares that the practice of discrimination against any person on the basis of (~~race, color, gender, marital status, parental status, sexual orientation, gender identity or expression, religion, ancestry, age, national origin, disability or use of a service or assistive animal by an individual with a disability~~) one or more of the protected classes as defined in K.C.C. chapter 3.12D in places of public accommodation constitute matters of local concern and are contrary to the public welfare, health, peace, and safety of the residents of King County.

SECTION 27. Ordinance 8625, Section 2, as amended, and K.C.C. 12.22.020 are hereby amended to read as follows:

1510 The definitions in this section apply throughout this chapter unless the context
1511 clearly requires otherwise.

1512 A. "Aggrieved person" includes any person who claims to have been injured by
1513 an act of discrimination in a place of public accommodation;

1514 B. "Charging party" means any person alleging an act of discrimination in a place
1515 of public accommodation under this chapter by filing a complaint with the office of
1516 equity and racial and social justice.

1517 C. ~~((1. "Disability" means:~~

1518 ~~a. a physical or mental impairment that substantially limits one or more of a~~
1519 ~~person's major life activities, either temporarily or permanently;~~

1520 ~~b. a person has a record of having such an impairment;~~

1521 ~~c. a person is regarded as having such an impairment; or~~

1522 ~~d. a person has any other condition that is a disability under the Washington~~
1523 ~~state Law Against Discrimination, chapter 49.60 RCW, as it pertains to public~~
1524 ~~accommodations.~~

1525 ~~2. "Disability" does not include current, illegal use of a controlled substance, as~~
1526 ~~defined in section 102 of 21 U.S.C. Sec. 802 as it exists on April 16, 2006.~~

1527 ~~D.)) "Discrimination" or "discriminatory practice or act" means any action or~~
1528 ~~failure to act, whether by a single act or part of a practice, the effect of which is to~~
1529 ~~adversely affect or differentiate between or among individuals, because of ((race, color,~~
1530 ~~religion, national origin, ancestry, age, gender, marital status, parental status, sexual~~
1531 ~~orientation, gender identity or expression, disability or use of a service or assistive animal~~

1532 ~~by an individual with a disability))~~ one or more of the protected classes as defined in
1533 K.C.C. chapter 3.12D.

1534 ((E.)) D. "Gender identity or expression" means an individual's gender-related
1535 identity, appearance, or expression, whether or not associated with the individual's sex
1536 assigned at birth, and includes an individual's attitudes, preferences, beliefs, and practices
1537 pertaining to the individual's own gender identity or expression.

1538 ((F. "Marital status" means the presence or absence of a marital relationship and
1539 includes the status of married, separated, divorced, engaged, widowed, single, or
1540 cohabiting.

1541 (G.)) E. "Owner" includes a person who owns, leases, subleases, rents, operates,
1542 manages, has charge of, controls, or has the right of ownership, possession, management,
1543 charge, or control of real property on the person's own behalf or on behalf of another.

1544 ((H. "Parental status" means being a parent, step parent, adoptive parent,
1545 guardian, foster parent or custodian of a minor child or children.

1546 (I.)) F. "Party" includes a person making a complaint or upon whose behalf a
1547 complaint is made alleging an unfair public accommodations practice, a person alleged or
1548 found to have committed an unfair public accommodations practice, and the office of
1549 equity and racial and social justice.

1550 ((J.)) G. "Person" means one or more individuals, partnerships, associations,
1551 organizations, corporations, cooperatives, legal representatives, trustees, trustees in
1552 bankruptcy, receivers, or any group of persons, and includes King County but no
1553 governmental body other than King County. "Person" also includes any owner, lessee,
1554 proprietor, manager, agent, or employee whether one or more natural persons.

1555 ~~((K-))~~ H. "Place of public accommodation" means any place, store, or other
1556 establishment, either licensed or unlicensed, that supplies goods or services to the general
1557 public. "Place of public accommodation" includes, but is not limited to, the following
1558 types of services or facilities: hotels, or other establishments provide lodging to transient
1559 guests; restaurants, cafeterias, lunchrooms, lunch counters, soda fountains, or other
1560 facilities principally engaged in selling or offering for sale food for consumption upon the
1561 premises; motion picture houses, theatres, concert halls, convention halls, sport arenas,
1562 stadiums, or other places of exhibition or entertainment; bowling alleys and amusement
1563 parks; retail establishments; transportation carriers; barber shops; beauty shops; bars or
1564 taverns, or other facilities engaged in selling or offering for sale alcoholic beverages for
1565 consumption upon the premises; food banks, senior citizens centers, and other social
1566 service organizations and establishments; places of public accommodation operated by
1567 King County; and public burial facilities if the facilities are owned and operated by any
1568 cemetery corporation or burial association.

1569 ~~((L-))~~ I. "Respondent" means a person who is alleged or found to have
1570 discriminated in a place of public accommodation.

1571 ~~((M-))~~ J. "Senior citizen" means an individual as old or older than an age set for a
1572 senior category. The minimum age for the senior category is fifty-five years.

1573 ~~((N-))~~ "Service or assistive animal" means a dog guide, signal or hearing dog,
1574 seizure response dog, therapeutic companion animal, or other animal that does work,
1575 performs tasks, or provides medically necessary support for the benefit of an individual
1576 with a disability.

1577 Θ.)) K. "Settlement discussions" or "conference, conciliation, and persuasion"
1578 means the attempted resolution of issues raised by a complaint, or by the investigation of
1579 a complaint, through informal negotiations involving the charging party, the respondent,
1580 and the office of equity and racial and social justice.

1581 (~~(P. "Sexual orientation" means an individual's attitudes, preferences, beliefs, and~~
1582 ~~practices pertaining to the individual's own sexual orientation including, but not limited~~
1583 ~~to, actual or perceived heterosexuality, homosexuality, and bisexuality.))~~)

1584 SECTION 28. Ordinance 8625, Section 3, as amended, and K.C.C. 12.22.030 are
1585 hereby amended to read as follows:

1586 It is unlawful for any person to engage in, or cause or allow another to engage in,
1587 any of the acts listed in this section, which are hereby designated as discrimination, in
1588 places of public accommodation located in unincorporated King County or operated by
1589 King County wherever located.

1590 A. It is a discriminatory practice for any person, whether acting on the person's
1591 own behalf or for another, because of (~~(race, color, religion, national origin, ancestry,~~
1592 ~~age, gender, marital status, parental status, sexual orientation, gender identity or~~
1593 ~~expression, disability or use of a service or assistive animal by an individual with a~~
1594 ~~disability)) one or more of the protected classes as defined in K.C.C. chapter 3.12D:~~

1595 1. As owner, custodial agent or employee of a place of public accommodation,
1596 to discriminate in denying, refusing, rejecting, or granting any privilege, service, goods,
1597 merchandise, commodity, or accommodation;

1598 2. As owner, custodial agent₂ or employee of a place of public accommodation,
1599 to discriminate by segregating or requiring the placing of any person in any separate
1600 section or area of the premises or facilities of the place of public accommodation; or
1601 3. To place, post, maintain₂ or display any written or printed advertisement,
1602 notice or sign to the effect that any of the accommodations, advantages, facilities,
1603 privileges, goods₂ or merchandise of any place of public accommodation, will or might be
1604 refused, withheld from₂ or denied to any person.

1605 B. It is a discriminatory practice and unlawful for any person, whether acting on
1606 the person's own behalf or for another, to retaliate by taking action against another person
1607 because the other person:

1608 1. Opposed any practice forbidden by this chapter;
1609 2. Complied or proposed to comply with this chapter or any order issued under
1610 this chapter; or
1611 3. Filed a complaint, testified₂ or assisted in any manner in any investigation,
1612 proceeding₂ or hearing initiated under this chapter.

1613 C. Nothing in this section:

1614 1. Applies to any non-commercial facility operated or maintained by a bona fide
1615 religious institution;
1616 2. May be construed to prohibit treating individuals with disabilities more
1617 favorably than individuals without disabilities or to prohibit treating senior citizens more
1618 favorably than nonsenior citizens; or

1619 3. May be construed to prohibit offering discounts, special prices, or other
1620 special arrangements to children or families, or imposing age limits for individuals up to
1621 twenty-one years old.

1622 SECTION 29. Ordinance 8034, Section 3, as amended, and K.C.C. 22.16.030 are
1623 hereby amended to read as follows:

1624 The ~~((S))~~stadium ~~((A))~~advisory ~~((B))~~board shall consist of nine ~~((9))~~ members.

1625 Appointments and terms shall be as follows:

1626 A. Five ~~((5))~~ members shall be appointed at-large by the King County
1627 executive~~((:))~~;

1628 B. Four ~~((4))~~ members shall be appointed by the King County executive from a
1629 list of candidates compiled by the King County council~~((:))~~;

1630 C. Appointments shall be for three-year terms except original appointments
1631 which shall be staggered in accordance with K.C.C. chapter 2.28. All appointments shall
1632 be subject to confirmation by a majority of the King County council. All terms shall
1633 expire on September 30~~((th))~~ of the last year of the respective term~~((:))~~;

1634 D. Appointments shall be representative of the county population~~((s))~~ or
1635 populations and have interest, experience, and a demonstrated commitment in the area of
1636 sporting and entertainment events. Appointment shall be made without regard to
1637 discrimination based on ~~((color, race, religion, gender, sexual preference, and/or~~
1638 ~~disability.))~~ one or more of the protected classes as defined in K.C.C. chapter 3.12D;

1639 E. There shall be no fee required for membership, nor shall any member receive
1640 any financial remuneration for their services~~((:))~~;

1641 F. Members shall be eligible for reappointment to one additional term, for a
1642 period not to exceed a total of six years((-)); and

1643 G. Vacancies shall be filled by appointment of the King County executive.

1644 SECTION 30. Nothing in this ordinance is intended to remove or dilute the rights
1645 of those in protected classes in King County or to, in any way, diminish the existing
1646 rights or obligations under the affected sections.

1647 SECTION 31. Severability. If any provision of this ordinance or its application
1648 to any person or circumstance is held invalid, the remainder of the ordinance or the
1649 application of the provision to other persons or circumstances is not affected."

1650 **EFFECT prepared by O. Brey: *The striking amendment would create a new section in***
1651 ***K.C.C. chapter 3.12D with a single definition of "protected classes" and includes***
1652 ***definitions for several of the protected classes that are listed. The striking amendment***
1653 ***would also exchange the lists of protected classes throughout K.C.C. to refer to the***
1654 ***definition in K.C.C. chapter 3.12D to eliminate inconsistencies. As a result, the***
1655 ***striking amendment would expand the applicability for some of the protected classes***
1656 ***including ethnicity, parental status, and citizenship or immigration status, and***
1657 ***eliminate duplicative terms including ancestry, creed, and use of a service or assistive***
1658 ***animal.***
1659 ***The striking amendment would also make additional technical corrections. It includes***
1660 ***additional sections of K.C.C. to ensure that the technical corrections are made***
1661 ***consistently.***
1662 ***The striking amendment would add a noncodified section to document the intention of***
1663 ***the legislation.***

T1

08/20/2024

Title Amendment

[O. Brey]

Sponsor: Barón and DembowskiProposed No.: 2025-0018

1 **TITLE AMENDMENT TO PROPOSED ORDINANCE 2025-0018, VERSION 1**

2 On page 1, beginning on line 1, strike lines 1 through 31, and insert:

3 "AN ORDINANCE relating to antidiscrimination text and
 4 making technical corrections, amending Ordinance 18665,
 5 Section 1, as amended, and K.C.C. 2.15.005, Ordinance
 6 16692, Section 2, as amended, and K.C.C. 2.15.010,
 7 Ordinance 17706, Section 2, as amended, and K.C.C.
 8 2.15.020, Ordinance 19963, Section 2, and K.C.C.
 9 2.15.XXX, Ordinance 12014, Section 18, as amended, and
 10 K.C.C. 3.12.180, Ordinance 18757, Section 2, as amended,
 11 and K.C.C. 3.12D.010, Ordinance 18757, Section 4, as
 12 amended, and K.C.C. 3.12D.020, Ordinance 10159, Section
 13 14, as amended, and K.C.C. 6.27A.120, Ordinance 14509,
 14 Section 4, as amended, and K.C.C. 7.01.010, Ordinance
 15 11992, Section 2, as amended, and K.C.C. 12.16.010,
 16 Ordinance 11992, Section 2, as amended, and K.C.C.
 17 12.16.020, Ordinance 11992, Section 7, as amended, and
 18 K.C.C. 12.16.050, Ordinance 11992, Section 9, as

19 amended, and K.C.C. 12.16.070, Ordinance 10849, Section
20 19, as amended, and K.C.C. 12.16.125, Ordinance 13981,
21 Section 1, as amended, and K.C.C. 12.17.002, Ordinance
22 13981, Section 2, as amended, and K.C.C. 12.17.010,
23 Ordinance 7430, Section 1, as amended, and K.C.C.
24 12.18.010, Ordinance 7430, Section 2, as amended, and
25 K.C.C. 12.18.020, Ordinance 5280, Section 1, as amended,
26 and K.C.C. 12.20.010, Ordinance 5280, Section 2, as
27 amended, and K.C.C. 12.20.020, Ordinance 5280, Section
28 3, as amended, and K.C.C. 12.20.040, Ordinance 5280,
29 Section 3, as amended, and K.C.C. 12.20.050, Ordinance
30 5280, Section 3, as amended, and K.C.C. 12.20.060,
31 Ordinance 5280, Section 10, as amended, and K.C.C.
32 12.20.130, Ordinance 8625, Section 1, as amended, and
33 K.C.C. 12.22.010, Ordinance 8625, Section 2, as amended,
34 and K.C.C. 12.22.020, Ordinance 8625, Section 3, as
35 amended, and K.C.C. 12.22.030, Ordinance 8034, Section
36 3, as amended, and K.C.C. 22.16.030, and adding a new
37 section to K.C.C. chapter 3.12D."

38 **EFFECT prepared by *O. Brey: Conforms the title to Striking Amendment, S1***

Revised: 8/26/25

Protected Classes Matrix

PO 2025-0018 Striking Amendment S1		N/A	1	2	3	4	6	7
KCC Section		CHARTER	2.15.005	2.15.010	2.15.020	3.12.180	3.12D.010	3.12D.020
Area Covered			Citizen and Immigration Status			Personnel System	Discrimination, Harassment, and Inappropriate Conduct	
Included in definition of "protected classes" in S1	Sex	x	x			x		
	Race	x	x	x		x	x	x
	Color	x	x			x	x	x
	National origin	x	x			x	x	x
	Ethnicity			x				
	Religious affiliation	x	o	o		o	o	o
	Disability	x		x		o	x	x
	Sexual orientation	x	x	x		x	x	x
	Gender identity or expression	x	x	x		x	o	o
	Age except by minimum age and retirement provisions	x				x	o	o
	Status as a family caregiver	x						
	Parental status							
	Marital status			x		x	x	x
	Military status ¹	x		o		o	o	o
	Citizenship or immigration status		x		x			
Pregnancy							x	x
English proficiency			x	o				
Housing status				x				
Financial status				x				
Status as a victim of domestic violence				x			o	o
Criminal History				x				
Any other status protected by federal, state, or local law							x	x
Other				x ³				
Ancestry						x		
Creed						x	x	x
Service or assistive animal ²							x	x

LEGEND:

x = exact language used in existing K.C.C.

o = similar language used in existing K.C.C.

Green = maintained/slightly modified in S1

Orange = added in S1

Gray = removed in S1

Protected Classes Matrix

Revised: 8/26/25

PO 2025-0018 Striking Amendment S1		8	9	10	11	12	13	14
KCC Section		6.27A.120	7.01.010	12.16.010	12.16.020	12.16.050	12.16.070	12.16.125
Area Covered		Cable Communications	Parks	Employment by Contractors, Subcontractors, and Vendors				
Included in definition of "protected classes" in S1	Sex	x	x	x	x	x	x	
	Race	x	x	x	x	x	x	x
	Color	x	x	x	x	x	x	x
	National origin	x	x	x	x	x	x	x
	Ethnicity							
	Religious affiliation	o	x	x	x	x	x	x
	Disability	o	x	x	x	x	x	x
	Sexual orientation	x	x	x	x	x	x	x
	Gender identity or expression	x	x	x	x	x	x	x
	Age except by minimum age and retirement provisions	o	x	x	x	x	x	x
	Status as a family caregiver		x					
	Parental status							
	Marital status	x		x	x	x	x	x
	Military status ¹		x					
	Citizenship or immigration status							
Pregnancy								
English proficiency								
Housing status								
Financial status								
Status as a victim of domestic violence								
Criminal History								
Any other status protected by federal, state, or local law		o						o
Other		x ⁴		x ⁵	x ⁵	x ⁵	x ⁵	x ⁵
Ancestry								
Creed								
Service or assistive animal ²			o					

LEGEND:

x = exact language used in existing K.C.C.

o = similar language used in existing K.C.C.

Green = maintained/slightly modified in S1

Orange = added in S1

Gray = removed in S1

Protected Classes Matrix

Revised: 8/26/25

PO 2025-0018 Striking Amendment S1		15	16	17	18	19	20	21	22
KCC Section		12.17.002	12.17.010	12.18.010	12.18.020	12.20.010	12.20.020	12.20.040	12.20.050
Area Covered		Fair Contracting		Fair Employment Practices		Open Housing			
Included in definition of "protected classes" in S1	Sex								
	Race	x	x	x	x	x	x	x	x
	Color	x	x	x	x	x	x	x	x
	National origin	x	x	x	x	x	x	x	x
	Ethnicity								
	Religious affiliation	o	o	o	o	o	o	o	o
	Disability	x	x	x	x	x	x	x	x
	Sexual orientation	x	x	x	x	x	x	x	x
	Gender identity or expression	o	o	o	o	o	o	o	o
	Age except by minimum age and retirement provisions	o	o	o	o	o	o	o	o
	Status as a family caregiver								
	Parental status					x	x	x	x
	Marital status	x	x	x	x	x	x	x	x
	Military status ¹								
	Citizenship or immigration status								
Pregnancy									
English proficiency									
Housing status									
Financial status									
Status as a victim of domestic violence									
Criminal History									
Any other status protected by federal, state, or local law									
Other			x ⁵		x ⁵	x ⁶	x ⁶	x ⁶	x ⁶
Ancestry		x	x	x	x	x	x	x	x
Creed									
Service or assistive animal ²		x	x	x	x	x	x	x	x

LEGEND:

x = exact language used in existing K.C.C.

o = similar language used in existing K.C.C.

Green = maintained/slightly modified in S1

Orange = added in S1

Gray = removed in S1

Protected Classes Matrix

Revised: 8/26/25

PO 2025-0018 Striking Amendment S1		23	24	25	26	27	28
KCC Section		12.20.060	12.20.130	12.22.010	12.22.020	12.22.030	22.16.030
Area Covered		Open Housing		Public Accommodations			Stadium Advisory Board
Included in definition of "protected classes" in S1	Sex						
	Race	x	x	x	x	x	x
	Color	x	x	x	x	x	x
	National origin	x	x	x	x	x	
	Ethnicity						
	Religious affiliation	o	o	o	o	o	o
	Disability	x	x	x	x	x	x
	Sexual orientation	x	x	x	x	x	o
	Gender identity or expression	o	o	o	o	o	o
	Age except by minimum age and retirement provisions	o	o	o	o	o	
	Status as a family caregiver						
	Parental status	x	x	x	x	x	
	Marital status	x	x	x	x	x	
	Military status ¹						
	Citizenship or immigration status						
Pregnancy							
English proficiency							
Housing status							
Financial status							
Status as a victim of domestic violence							
Criminal History							
Any other status protected by federal, state, or local law							
Other		x ⁶	x ⁶				
Ancestry		x	x	x	x	x	
Creed							
Service or assistive animal ²		x	x	x	x	x	

LEGEND:

x = exact language used in existing K.C.C.

o = similar language used in existing K.C.C.

Green = maintained/slightly modified in S1

Orange = added in S1

Gray = removed in S1

Footnotes:

- 1 "military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression"
- 2 "Use of a service or assistive animal by a person with a disability"
- 3 "Release date from incarceration or confinement in a secure detention or other custody"
- 4 "political affiliation" and "income of the residents of the area in which the person resides"
- 5 "Unless based upon a bona fide contractual qualification"
- 6 "participation in the Section 8 program or other housing subsidy program" and "alternative source of income"