



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19977

Proposed No. 2025-0018.2

Sponsors Upthegrove, Barón,
Dembowski and Quinn

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 17706, Section 2, as amended, and K.C.C.
6 2.15.020, Ordinance 19963, Section 2, and K.C.C.
7 2.15.XXX, Ordinance 12014, Section 18, as amended, and
8 K.C.C. 3.12.180, Ordinance 18757, Section 2, as amended,
9 and K.C.C. 3.12D.010, Ordinance 18757, Section 4, as
10 amended, and K.C.C. 3.12D.020, Ordinance 10159, Section
11 14, as amended, and K.C.C. 6.27A.120, Ordinance 14509,
12 Section 4, as amended, and K.C.C. 7.01.010, Ordinance
13 11992, Section 2, as amended, and K.C.C. 12.16.010,
14 Ordinance 11992, Section 2, as amended, and K.C.C.
15 12.16.020, Ordinance 11992, Section 7, as amended, and
16 K.C.C. 12.16.050, Ordinance 11992, Section 9, as
17 amended, and K.C.C. 12.16.070, Ordinance 10849, Section
18 19, as amended, and K.C.C. 12.16.125, Ordinance 13981,
19 Section 1, as amended, and K.C.C. 12.17.002, Ordinance

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20 13981, Section 2, as amended, and K.C.C. 12.17.010,
 21 Ordinance 7430, Section 1, as amended, and K.C.C.
 22 12.18.010, Ordinance 7430, Section 2, as amended, and
 23 K.C.C. 12.18.020, Ordinance 5280, Section 1, as amended,
 24 and K.C.C. 12.20.010, Ordinance 5280, Section 2, as
 25 amended, and K.C.C. 12.20.020, Ordinance 5280, Section
 26 3, as amended, and K.C.C. 12.20.040, Ordinance 5280,
 27 Section 3, as amended, and K.C.C. 12.20.050, Ordinance
 28 5280, Section 3, as amended, and K.C.C. 12.20.060,
 29 Ordinance 5280, Section 10, as amended, and K.C.C.
 30 12.20.130, Ordinance 8625, Section 1, as amended, and
 31 K.C.C. 12.22.010, Ordinance 8625, Section 2, as amended,
 32 and K.C.C. 12.22.020, Ordinance 8625, Section 3, as
 33 amended, and K.C.C. 12.22.030, Ordinance 8034, Section
 34 3, as amended, and K.C.C. 22.16.030, and adding a new
 35 section to K.C.C. chapter 3.12D.

36 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

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

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

41 A. "Administrative warrant" means a noncriminal immigration warrant of arrest,
 42 order to detain or release aliens, notice of custody determination, notice to appear,

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43 removal order, warrant of removal, or any other document, issued by ICE, CBP ((or))
44 USCIS, or any other federal agency that can form the basis for a person's arrest or
45 detention for a civil immigration enforcement purpose. ICE administrative warrant forms
46 include the U.S. DHS form I-200 (Rev. 09/16) "Warrant for Arrest of Alien" and Form I-
47 205 "Warrant Of Removal/Deportation," as well as predecessor and successor versions.
48 "Administrative warrant" does not include any criminal warrants issued upon a judicial
49 determination of probable cause and in compliance with the Fourth Amendment to the
50 United States Constitution.

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

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

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

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

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

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66 1. Civil immigration detention;

67 2. Removal proceedings; and

68 3. Removal from the United States.

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

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

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

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

87 K. "ICE" means the United States Immigration and Customs Enforcement agency
88 including Enforcement and Removal Operations and Homeland Security Investigations

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89 and shall include any successor federal agency charged with the enforcement of
90 immigration laws.

91 L. "Immigration detainer" means a request by ICE to a federal, state, or local law
92 enforcement agency, such as the King County department of adult and juvenile detention,
93 to provide notice of release or maintain custody of a person based on an alleged violation
94 of a civil immigration law. "Immigration detainer" includes a detainer issued under
95 Sections 236 or 287 of the Immigration and Nationality Act or 287.7 or 236.1 of Title 8
96 of the Code of Federal Regulations. "Immigration detainer" includes a detainer issued
97 under DHS form I-274A entitled Immigration Detainer- Notice of Action, as well as
98 predecessor and successor versions.

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

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

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

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

- 114 1. Home address;
- 115 2. Work address;
- 116 3. Telephone number;
- 117 4. Electronic mail address;
- 118 5. Social media handle or other identifying social media information;
- 119 6. Any other means of contacting a person;
- 120 7. Social security number;
- 121 8. Driver's license number or Washington identification card number;
- 122 9. Bank account number or credit or debit card number;
- 123 10. Information or data collected through the use or operation of an automated
 124 license plate recognition system;
- 125 11. User name that, in combination with a password or security question and
 126 answer, would permit access to an online account; and
- 127 12. Date of birth.

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

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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

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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

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179 promptly returned to its owner. Copies of the required documentation shall not be made
180 or maintained by a county agency unless otherwise required by law.

181 E. A county employee or an agent or agency of King County shall not inquire
182 about or request, from a member of the public information about the citizenship, national
183 origin, or immigration status or place of birth of any person unless the inquiry, request, or
184 investigation is required by state or federal law, regulation, or directive or court order or
185 rule, or to ensure compliance with any state or federal law, regulation, or directive or
186 court order. When an inquiry, request, or investigation into nationality, immigration
187 status or citizenship, including place of birth, is required to be or for any reason is made,
188 the King County agent or county employee shall not attempt to coerce a response. All
189 persons to whom the inquiries are made shall be explicitly informed of their right to
190 decline to respond, free from fear or threat of retaliation.

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

197 G. Except where necessary to provide King County services, for performance
198 measurement purposes including data analysis conducted to ensure services are being
199 provided in an equitable and nondiscriminatory manner, or where otherwise required by
200 state or federal law or regulation or directive or court order, King County agents and
201 employees are not permitted to obtain, maintain, or share information about one or more

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202 of a person's ((race, ethnicity)) protected classes as defined in K.C.C. chapter 3.12D,
203 language proficiency, ((religion, sexual orientation, gender identity or expression,
204 disability,)) housing status, financial status, ((marital status,)) status as a victim of
205 domestic violence, criminal history, or release date from incarceration or confinement in
206 a secure detention or other custody((, or status as a veteran)).

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

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

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

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

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

227 A. An agent of King County or county employee shall not expend any time,
228 moneys, or other resources on facilitating the civil enforcement of federal immigration
229 law or participating in civil immigration enforcement operations, except where state or
230 federal law, regulation, or court order or rule shall so require. However, a county agency,
231 employee, or agent is not prohibited from sending to, or receiving from, federal
232 immigration authorities, the citizenship or immigration status of a person. Also, nothing
233 in this section prohibits any county agency from sending to, receiving from, requesting
234 from or exchanging with any federal, state, or local government agency information
235 regarding the immigration status of a person or from maintaining such information.

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

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

241 2. Honor immigration detainer requests or administrative warrants issued by
242 ICE, CBP, ((or))USCIS, or any other federal agency, or hold any person upon the basis
243 of an ICE, CBP, ((or))USCIS, or any other federal agency detainer request or
244 administrative warrant unless such request or warrant is accompanied by a criminal
245 warrant issued by a United States District Court judge or magistrate. The sheriff's office
246 or the department of adult and juvenile detention personnel shall not carry out a civil
247 arrest, detain a person after the release date set by a court, or refuse to accept a bond

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248 based on an administrative warrant separately or in combination with an ICE, CBP,
249 USCIS, or any other federal agency detainer request;

250 3. For purposes of execution of federal civil immigration enforcement, permit
251 ICE, CBP, ((or))USCIS, or any other federal agency officers, agents, or representatives
252 access to nonpublic areas of King County's facilities, property, equipment, or nonpublic
253 databases, or nonpublic portions of otherwise public databases, or people in King
254 County's custody, absent a judicial criminal warrant specifying the information or
255 persons sought unless otherwise required by state or federal law. Any warrantless
256 attempts or requests for access to those facilities, property, equipment, or nonpublic
257 databases shall be immediately sent to the department or agency director or their designee
258 responsible for the operation of the facility, property, database, or equipment. Permission
259 to access any such a facility, property, equipment, or nonpublic database without a
260 judicial criminal warrant may only be provided with the express, written approval of the
261 appropriate person. Any detention facilities, including secure detention facilities, prisons,
262 and halfway houses, that King County contracts with or leases land to for the purposes of
263 criminal or civil detention must include the requirement in this subsection B.3. in any
264 contract with King County; and

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

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270 C.1. If permission to access a King County detention facility without a judicial
271 criminal warrant is granted to ICE, CBP,((or)) USCIS, or any other federal agency in
272 accordance with subsection B.3. of this section for the purpose of conducting an
273 interview that does not relate to civil immigration enforcement ((between either ICE or
274 CBP, or both, and)) with a person who is in the custody of the department of adult and
275 juvenile detention, the department of adult and juvenile detention shall provide the person
276 with an oral explanation and a written consent form that explains the purpose of the
277 interview, that the interview is voluntary, and that the person may decline to be
278 interviewed or may choose to be interviewed only with the person's attorney present. The
279 form shall state explicitly that the person will not be punished or suffer retaliation for
280 declining to be interviewed. The form shall be available in English, Spanish, and any
281 other language identified by the county's language assistance plan as established in
282 K.C.C. 2.15.030.B. and explained orally to a person who is unable to read the form.
283 ((Either ICE or CBP) The requesting officials shall only be permitted to interview
284 persons who have consented in writing to be interviewed, absent a judicial criminal
285 warrant.

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

291 3. Consistent with Article 36 of the Vienna Convention on Consular Relations,
292 any person in custody or detention shall be informed through the person's attorney of the

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

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

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

A. Except as otherwise provided in this section, in performing its obligations under its contract with King County, the contractor shall not expend any time, moneys, or other resources on facilitating the civil enforcement of federal immigration law or participating in civil immigration enforcement operations, except where a state or federal law, regulation, or court order or rule so requires. However, a contractor is not prohibited

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316 from sending to, or receiving from, federal immigration authorities, the citizenship or
317 immigration status of a person. Also, nothing in this section prohibits any contractor
318 from sending to, receiving from, requesting from, or exchanging with any federal, state,
319 or local government agency information regarding the immigration status of a person or
320 from maintaining the information.

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

322 1. For purposes of execution of federal civil immigration enforcement against
323 persons receiving services under the contract, permit ICE, CBP, ((or)) USCIS, or any
324 other federal agency officers, agents, or representatives access to nonpublic areas of the
325 contractor's facilities, real or personal property, equipment, or nonpublic databases or
326 nonpublic portions of otherwise public databases, absent a judicial criminal warrant
327 specifying the information or persons sought, or unless otherwise required by state or
328 federal law. Notice of all attempts or requests for access to those facilities, real or
329 personal property, equipment, nonpublic databases, or nonpublic portions of otherwise
330 public databases, with or without a warrant, shall be immediately sent to King County in
331 accordance with the terms of the contract. Permission given to ICE, CBP, ((or)) USCIS,
332 or any other federal agency officers, agents, or representatives to access any such a
333 facility, real or personal property, equipment, nonpublic database, or nonpublic portion of
334 an otherwise public database without a judicial criminal warrant may only be provided
335 with the prior express, written approval of the appropriate county employee identified in
336 the contract. All contractors shall make a good faith effort to strictly comply with this
337 subsection; however, inadvertent or mistaken permission giving warrantless access to
338 ICE, CBP, ((or)) USCIS, or any other federal agency officers, agents, or representatives

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339 is not a breach of contract. All contracts subject to this section entered into on or after
340 January 1, 2026, shall include as a term of the contract the prohibitions of this subsection
341 B.1. and identify the appropriate county employee;

342 2. Provide personal information relating to persons receiving services under the
343 contract to federal immigration authorities for purpose of civil immigration enforcement,
344 except as required by state or federal law, about any person, including place of birth or
345 household members, the services received by the person or the person's next court date or
346 release date, absent a warrant signed by a judge or a law requiring disclosure. All
347 contracts subject to this section entered into on or after January 1, 2026, shall include as a
348 term of the contract the prohibitions of this subsection B.2.; and

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

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

364 A. For purposes of this section:

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

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

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

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

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

375 B. The county is an equal opportunity employer and shall carry out federal, state,
 376 and local laws and regulations prohibiting discrimination in employment on the basis of
 377 ((race, color, religion, religious affiliation, creed, national origin, ancestry, sex, sexual
 378 orientation, gender identity or expression, age (except by minimum age and retirement
 379 provisions), marital status, honorably discharged veteran or military status, or the
 380 presence of a sensory, mental, or physical disability)) one or more of the protected classes
 381 as defined in K.C.C. chapter 3.12D. Further, it is the intent of the county to ensure that
 382 employment is based on the principle of equal opportunity and that such a principle shall
 383 be implemented in all county personnel-related actions including, but not limited to,

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recruitment, hiring, testing, training, promotion, compensation, transfer, and all other terms and conditions of employment in all job classifications.

C. In order to comply with federal contracting requirements and to ensure equal 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((,)) 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

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406 and job group. The plan shall also summarize the percentage of total goal setting areas
407 which meet or exceed the labor force availability rate;

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

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

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

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

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

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- 428 g. a summary by year for the prior plan period on executive branch
429 discrimination complaints by basis of complaint and complaint status. The summary
430 shall also include data by department on the number of complaints filed by complaint
431 type and the number of people filing complaints; and
- 432 h. historical data on the county work force by race and gender. Historical data
433 before 2014 is required only to the extent it is readily available;
- 434 2. Placement goals for the plan period. For those job groups within departments
435 where the actual number of women and persons of color employed is less than projected
436 by labor force availability, a placement goal by race and gender shall be established for
437 the entire plan period. A placement goal shall equal the labor force availability rate.
438 Placement goals are used to measure progress toward achieving equal employment
439 opportunity. Placement goals may not be quotas, which must be met, nor do they create
440 set-asides for specific groups. Placement goals may not be used to supersede merit
441 selection principles. Further, existence of a placement goals does not constitute evidence
442 of discrimination. If a placement goal has been established, the plan shall identify the
443 labor force availability rate;
- 444 3. Implementation plans for departments. Each implementation plan shall:
- 445 a. identify the activities proposed each year during the plan period to meet the
446 department's placement goals. The plan shall discuss how the proposed activities will
447 help the department achieve its placement goals;
- 448 b. identify the activities proposed during the plan period by year to recruit,
449 retain and promote women and persons of color in the work force; and

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

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

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

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

463 (1) labor force availability rate;

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

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

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

471 c. a separate listing of those placement goals for the plan period that were not
 472 achieved. Placement goals are considered not achieved when the actual hiring rate is less

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

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

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

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

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

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

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496 C.1. "Disability" means:

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

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

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

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

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

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

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

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

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

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

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

521 H. "Protected classes" means sex, race, color, national origin, ethnicity, religious
522 affiliation, disability, sexual orientation, gender identity or expression, age except by
523 minimum age and retirement provisions, status as a family caregiver, parental status,
524 marital status, military status or status as a veteran who was honorably discharged or
525 who was discharged solely as a result of the person's sexual orientation or gender identity
526 or expression, and citizenship or immigration status. However, to the extent that
527 distinction or differential treatment on the basis of citizenship or immigration status is
528 authorized by either federal or state law, regulation, or government contract, it is not an
529 unfair practice.

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

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

535 A. It is the policy of King County to promote a respectful, nondiscriminatory
536 work environment, free of behavior that is illegal or contributes to interpersonal conflicts,
537 poor performance, or poor morale. Therefore, King County prohibits discrimination and
538 harassment, including sexual harassment, and inappropriate conduct, toward any
539 employee on the basis of one or more of the employee's ((race, color, gender, age, creed,
540 disability, marital status, national origin, religion,)) protected classes as defined in K.C.C.

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541 chapter 3.12D, pregnancy, ((gender identity or expression,)) domestic violence
542 victimization, ((sexual orientation, honorably discharged veteran or military status, use of
543 a service or assistive animal by a person with a disability,)) or any other status protected
544 by federal, state, or local law. Additionally, King County prohibits retaliation of any kind
545 against anyone who in good faith reports incidents of harassment, discrimination, or
546 inappropriate conduct.

547 B. The executive, assessor, director of elections, council, and prosecuting
548 attorney, shall revise their current policies or develop new policies, procedures, and
549 training to prevent and respond to discrimination and harassment, including sexual
550 harassment, and inappropriate conduct. The policies, procedures, and training shall be
551 developed in consultation with subject matter experts and employees and are intended to
552 promote respectful, nondiscriminatory work environments throughout the King County
553 government. The policies, procedures, and training should reflect the recommendations
554 included in the Report of the Co-Chairs of the EEOC Select Task Force on the Study of
555 Harassment in the Workplace. The policies and procedures shall include:

556 1. Definitions of discrimination and harassment, including sexual harassment,
557 and inappropriate conduct;

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

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

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

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

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

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

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

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

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

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

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

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

602 b. include training to foster an equitable, respectful, and inclusive workplace;
603 and

604 c. include training for those handling complaints.

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

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

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

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

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

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

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

626 The executive, assessor, director of elections, council, and prosecuting attorney
627 shall report biennially on the number of workplace discrimination and harassment
628 complaints, including sexual harassment, and inappropriate conduct complaints and,
629 when possible, informal inquiries, received by each department each year. The report
630 shall indicate the basis or bases of the complaint, which may be ((race, color, gender, age,

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631 creed, disability, marital status, national origin, religion,)) one or more of the protected
632 classes as defined in K.C.C. chapter 3.12D, pregnancy, ((gender identity or expression,))
633 domestic violence victimization, ((sexual orientation, honorably discharged veteran or
634 military status, use of service or assistive animal by a person with a disability,)) or any
635 other status protected by federal, state, or local law. The office of equity and racial and
636 social justice shall report on the number of unfair employment practice complaints filed,
637 the basis or bases of the complaint, the number of investigations of unfair employment
638 practices in the reporting year, and the number of findings that reasonable cause exists to
639 believe that an unfair employment practice occurred. The first report shall be transmitted
640 to the council by December 31, 2019. All reports under this section shall be
641 electronically filed with the clerk of the council who shall retain an electronic copy and
642 provide an electronic copy to all councilmembers, the council chief of staff and the
643 council chief policy officer.

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

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

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

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

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

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

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

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

680 A. "Advertising" means promotional activity for the financial gain of those
681 undertaking the activity or causing the activity to be undertaken, including, but not
682 limited to, placing signs, posters, placards, or any other display device in publicly visible
683 location within a parks and recreation facility. "Advertising" does not include posting of
684 an announcement on a community bulletin board, consistent with any applicable rules for
685 the use of community bulletin boards.

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

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

697 D. "Associated marine area" means any water area within one hundred feet of
698 any parks and recreation facility such as a dock, pier, float, buoy, log boom, or other

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699 human-made, marine structure or object that is part of a parks and recreation facility, only
700 if the area does not include private property.

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

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

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

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

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

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

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

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

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

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

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

729 P. "Concession" means the privilege or authority to sell goods or services within
730 parks and recreation facilities or to operate parks and recreation facilities or a portion
731 thereof.

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

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

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

737 T. "Discrimination" means any action or failure to act, whether by single act or
738 part of a practice, the effect of which is to adversely affect or differentiate between or
739 among persons or groups of persons, because of ((sex, race, color, national origin,
740 religious affiliation, disability, sexual orientation, gender identity or expression, age
741 except by minimum age and retirement provisions, status as a family caregiver, military
742 status or status as a veteran who was honorably discharged or who was discharged solely
743 as a result of the person's sexual orientation or gender identity or expression, or use of a

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744 service or assertive animal. For the purposes of this subsection, "service or assistive
745 animal" means any dog guide, signal or hearing dog, seizure response dog, therapeutic
746 companion animal or other animal that does work, performs tasks, or provides medically
747 necessary support for the benefit of a person with a disability)) one or more of the
748 protected classes as defined in K.C.C. chapter 3.12D.

749 U. "Division" means the parks and recreation division of the department of
750 natural resources and parks.

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

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

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

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

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

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

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

771 BB. "Micromobility device" means a personal vehicle meant to carry one or two
772 passengers and that is propelled by an electric motor, including, but not limited to,
773 electric-assisted bicycles, motorized foot scooters, electric skateboards, and other
774 relatively small and lightweight electric devices that provide mobility.

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

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

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

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

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

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

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

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

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

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

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

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

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

818 PP. "Trailer" means a towed vehicle that contains sleeping or housekeeping
819 accommodations.

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

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

- 830 1. An advertising, sponsorship or naming rights agreement in accordance with
831 K.C.C. 7.08.080;
- 832 2. A concession contract in accordance with K.C.C. chapter 4.57;

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

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

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

837 SECTION 11. Ordinance 11992, Section 2, as amended, and K.C.C. 12.16.010

838 are hereby amended to read as follows:

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

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

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

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

854 D. "Disability" means ((the presence of a sensory, mental, or physical
855 impairment that is medically cognizable or diagnosable; or exists as a record or history;

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856 or is perceived to exist whether or not it exists in fact. A disability exists whether it is
857 temporary or permanent, common or uncommon, mitigated or unmitigated, or whether or
858 not it limits the ability to work generally or work at a particular job or whether or not it
859 limits any other activity within the scope of this chapter));

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

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

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

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

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

877 G. "Discrimination" means differential treatment of or pursuit of policies or
878 practices that have a disproportionate impact upon persons due to one or more of their

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879 ((sex, race, color, marital status, national origin, religious affiliation, disability, sexual
880 orientation, gender identity or expression or age except by minimum age and retirement
881 provisions,)) protected classes as defined in K.C.C. chapter 3.12D unless based upon a
882 bona fide occupational qualification.

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

887 I. "Equal employment opportunity" means the availability of employment and
888 advancement of all people based on merit, capability, and potential, and without regard to
889 one or more of an individual's ((sex, race, color, marital status, national origin, religious
890 affiliation, disability, sexual orientation, gender identity or expression or age except by
891 minimum age and retirement provisions,)) protected classes as defined in K.C.C. chapter
892 3.12D unless based upon a bona fide occupational qualification. "Equal employment
893 opportunity" includes the following components: recruitment, application processing,
894 hiring, job placement, compensation, promotion, transfer, termination, and work
895 assignment.

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

898 K. "Equal opportunity" means a system of practices under which individuals are
899 not excluded from any opportunity or benefits because of one or more of their ((sex, race,
900 color, marital status, national origin, religious affiliation, disability, sexual orientation,
901 gender identity or expression or age except by minimum age and retirement provisions,))

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902 protected classes as defined in K.C.C. chapter 3.12D unless based upon a bona fide
903 occupational qualification.

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

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

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

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

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

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

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

923 O. "Permanent workforce" means those persons employed by a bidder, proposer,
924 or contractor for at least six continuous months immediately prior to the bid or proposal

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925 opening or the award of a contract by the county, and who are currently employed by the
926 bidder, proposer, or contractor.

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

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

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

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

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

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

950 A. The county's policy, as stated in this chapter, requiring nondiscrimination in
951 contractor and subcontractor employment and equal employment opportunity shall be
952 included in all county contracts, except real property sale and lease transactions and
953 government agency contracts. The requirement of compliance with disability access laws
954 shall be included in all applicable county contracts. A violation of this chapter shall be
955 deemed a breach of a material provision of the contract between the county and the
956 contractor. Such a breach shall be grounds for cancellation, termination, or suspension,
957 in whole or in part, of the contract by the county, or for invoking the enforcement
958 provisions of this chapter providing for penalties, liquidated damages or other remedies,
959 and may result in ineligibility for county contracts. The burden is on the contractor to
960 demonstrate its compliance with this chapter.

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

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

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

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

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

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

983 1. During performance of the contract, the contractor agrees that it will not
984 discriminate against any employee or applicant for employment because of one or more
985 of the employee or applicant's ((sex, race, color, marital status, national origin, religious
986 affiliation, disability, sexual orientation, gender identity or expression or age except by
987 minimum age and retirement provisions,)) protected classes as defined in K.C.C. chapter
988 3.12D unless based upon a bona fide occupational qualification. The contractor will take
989 equal employment opportunity efforts to ensure that applicants and employees are
990 treated, without regard to one or more of their ((sex, race, color, marital status, national
991 origin, religious affiliation, disability, sexual orientation, gender identity or expression or
992 age))protected classes as defined in K.C.C. chapter 3.12D. The equal employment

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993 opportunity efforts shall include, but not be limited to, the following: employment,
994 upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or
995 termination; rates of pay or other forms of compensation; and selection for training,
996 including apprenticeships. The contractor agrees to post in conspicuous places available
997 to employees and applicants for employment notices setting forth this nondiscrimination
998 clause;

999 2. The contractor shall permit access by the administrator to the contractor's
1000 records of employment, employment advertisements, application forms, other pertinent
1001 data and records related to the contract for the purpose of monitoring, audit, and
1002 investigation to determine compliance with this chapter; and

1003 3. The contractor shall implement and carry out the obligations in this chapter
1004 and the contract regarding equal employment opportunity. The county shall consider the
1005 failure to implement and carry out such obligations in good faith as a material breach of
1006 the contract and grounds for withholding payment and/or termination of the contract and
1007 dismissal of the contractor.

1008 I. All contracts and agreements with the county, under which a contractor
1009 provides a service, program, or activity to the general public or under which a contractor
1010 provides a service, program, or activity directly to county employees on behalf of the
1011 county as the employer shall include the following provisions:

1012 1. The contractor agrees to provide to persons with disabilities access to
1013 programs, activities, and services provided under the contract or agreement, as required
1014 by the disability access laws; and

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1015 2. The contractor shall not discriminate against persons with disabilities in
1016 providing the work under the contract. In any subcontracts for the programs, activities,
1017 and services under their contract or agreement with the county, the contractor shall
1018 include the requirement that the subcontractor provide to persons with disabilities access
1019 to programs, activities, and services provided under the contract or agreement, as
1020 required by the disability access laws, that the subcontractor shall not discriminate
1021 against persons with disabilities in providing the work under the contract and that the
1022 subcontractor shall provide that the county is a third-party beneficiary to that required
1023 provision.

1024 SECTION 14. Ordinance 11992, Section 9, as amended, and K.C.C. 12.16.070
1025 are hereby amended to read as follows:

1026 All labor unions or agencies that refer workers or employees or provide or
1027 supervise apprenticeship or other training programs from whom the contractor obtains
1028 employees must comply with this chapter, which requires the organization have no
1029 discriminatory practices or policies based on ((sex, race, color, marital status, national
1030 origin, religious affiliation, disability, sexual orientation, gender identity or expression or
1031 age except by minimum age and retirement provisions,)) one or more of the protected
1032 classes as defined in K.C.C. chapter 3.12D unless based upon a bona fide occupational
1033 qualification.

1034 SECTION 15. Ordinance 10849, Section 19, as amended, and K.C.C. 12.16.125
1035 are hereby amended to read as follows:

1036 No lessor or lessee doing business with the county shall discriminate on the basis
1037 of ((race, color, marital status, national origin, religious affiliation, disability, sexual

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1038 orientation, gender identity or expression or age except by minimum age and retirement
1039 provisions,)) one or more of the protected classes as defined in K.C.C. chapter 3.12D
1040 unless based upon a bona fide occupational qualification, in the employment or
1041 application for employment or in the administration or delivery of services or any other
1042 benefits under this chapter. The lessor or lessee shall comply fully with all applicable
1043 federal, state, and local laws, ordinances, executive orders, and regulations that prohibit
1044 such discrimination. These laws include, but are not limited to, chapter 49.60 RCW, and
1045 Titles VI and VII of the Civil Rights Act of 1964. The language in this section shall be
1046 included in all lease or license agreements for the possession or use of real property,
1047 except for agreements with government agencies.

1048 SECTION 16. Ordinance 13981, Section 1, as amended, and K.C.C. 12.17.002
1049 are hereby amended to read as follows:

1050 This chapter is an exercise of the police power of King County for the protection
1051 of the public welfare, health, peace, and safety of the residents of King County and in
1052 fulfillment of the provisions of the constitution of this state. The King County council
1053 hereby finds and declares that practices of discrimination in contracting by business
1054 enterprises against any person on the basis of ((race, color, age, gender, marital status,
1055 sexual orientation, gender identity or expression, religion, ancestry, national origin,
1056 disability or use of a service or assistive animal by an individual with a disability)) one or
1057 more of the protected classes as defined in K.C.C. chapter 3.12 D constitute matters of
1058 local concern and are contrary to the public welfare, health, peace, and safety of the
1059 residents of King County.

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1060 SECTION 17. Ordinance 13981, Section 2, as amended, and K.C.C. 12.17.010

1061 are hereby amended to read as follows:

1062 The definitions in this section apply throughout this chapter unless the context
1063 clearly requires otherwise.

1064 A. "Business enterprise" means a licensed business organization located in or
1065 doing business in unincorporated King County or that is required to comply with this
1066 chapter by the terms of an agreement with King County under K.C.C. 12.17.100.

1067 B. "Charging party" means the person aggrieved by an alleged unfair contracting
1068 practice or the person making a complaint on another person's behalf, or the office of
1069 equity and racial and social justice when the office of equity and racial and social justice
1070 files a complaint.

1071 C. "Commercially significant contract" means a contract for the provision of
1072 services, including, but not limited to, construction services, consulting services, or
1073 bonding or other financial services, or the sale of goods that exceeds five thousand
1074 dollars.

1075 D. "Contract" means an agreement to perform a service or provide goods that
1076 entails a legally binding obligation and that is performed or intended to be wholly or
1077 partly performed within unincorporated King County or that includes King County as a
1078 party. "Contract" does not include the following: a contract for the purchase and sale of
1079 residential real estate; a contract for employment; and a collective bargaining agreement.

1080 E. "Contracting agency" means a person who for compensation engages in
1081 recruiting, procuring, referral, or placement of contracts with a contractor, and that is
1082 doing business in King County.

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1083 F. "Contractor" means a business enterprise, including, but not limited to, a
 1084 company, partnership, corporation, or other legal entity, excluding real property lessors
 1085 and lessees, contracting to do business within the county. "Contractor" includes, but is
 1086 not limited to, a public works contractor, a consultant contractor, a provider of
 1087 professional services, a service agency, a vendor, and a supplier selling or furnishing
 1088 materials, equipment, goods, or services, but does not include a governmental agency
 1089 other than King County.

1090 G. "Discriminate," "discrimination," and "discriminatory act" mean an action,
 1091 other than an action taken in accordance with a lawful affirmative action program, or
 1092 failure to act, whether by itself or as part of a practice, the effect of which is to adversely
 1093 affect or differentiate between or among individuals or groups of individuals, by reasons
 1094 of ((race, color, age, gender, marital status, sexual orientation, religion, ancestry, national
 1095 origin, disability or use of a service or assistive animal by an individual with a
 1096 disability,)) one or more of the protected classes as defined in K.C.C. chapter 3.12D
 1097 unless based upon a bona fide contractual qualification.

1098 ((H. "Gender identity or expression" means an individual's gender-related
 1099 identity, appearance, or expression, whether or not associated with the individual's sex
 1100 assigned at birth, and includes an individual's attitudes, preferences, beliefs, and practices
 1101 pertaining to the individual's own gender identity or expression.

1102 I. "Marital status" means the presence or absence of a marital relationship and
 1103 includes the status of married, separated, divorced, engaged, widowed, single, or
 1104 cohabiting.

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1105 J.)) H. "Party" includes the person making a complaint alleging an unfair
1106 contracting practice and the person alleged to have committed an unfair contracting
1107 practice.

1108 ((K.)) I. "Person" includes one or more individuals, partnerships, business
1109 enterprises, associations, organizations, corporations, cooperatives, legal representatives,
1110 trustees, trustees in bankruptcy, receivers, or group of persons, and includes King
1111 County.

1112 ((L.)) J. "Respondent" means a person who has been alleged or found to have
1113 committed an unfair contracting practice prohibited by this chapter.

1114 ((M.)) K. "Retaliate" means to take action against any person because that person
1115 has:

- 1116 1. Opposed any practice forbidden by this chapter;
- 1117 2. Complied or proposed to comply with this chapter or any order issued under
1118 this chapter; or
- 1119 3. Filed a complaint, testified, or assisted in any manner in any investigation,
1120 proceeding, or hearing initiated under this chapter.

1121 ((N. "Service or assistive animal" means any dog guide, signal or hearing dog,
1122 seizure response dog, therapeutic companion animal, or other animal that does work,
1123 performs tasks, or provides medically necessary support for the benefit of an individual
1124 with a disability.

1125 O. "Sexual orientation" means an individual's attitudes, preferences, beliefs, and
1126 practices pertaining to the individual's own sexual orientation including, but not limited
1127 to, actual or perceived heterosexuality, homosexuality and bisexuality.

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1128 P.)) L. "Trade association" means an association of businesses organizations
 1129 engaged in similar fields of business that is formed for mutual protection, the interchange
 1130 of ideas, information, and statistics or the maintenance of standards within their industry.

1131 SECTION 18. Ordinance 7430, Section 1, as amended, and K.C.C. 12.18.010 are
 1132 hereby amended to read as follows:

1133 This chapter is an exercise of the police power of King County for the protection
 1134 of the public welfare, health, peace, and safety of the residents of King County and in
 1135 fulfillment of the state Constitution. The King County council hereby finds and declares
 1136 that practices of employment discrimination against any person on the basis of ((race,
 1137 color, age, gender, marital status, sexual orientation, gender identity or expression,
 1138 religion, ancestry, national origin, disability or use of a service or assistive animal by an
 1139 individual with a disability)) one or more of the protected classes as defined in K.C.C.
 1140 chapter 3.12D constitute matters of local concern and are contrary to the public welfare,
 1141 health, peace, and safety of the residents of King County.

1142 SECTION 19. Ordinance 7430, Section 2, as amended, and K.C.C. 12.18.020 are
 1143 hereby amended to read as follows:

1144 The definitions in this section apply throughout this chapter unless the context
 1145 clearly requires otherwise:

1146 A. (("Age" means being eighteen years old or older.

1147 B.)) "Aggrieved person" includes a person who claims to have been injured by an
 1148 unfair employment practice.

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1149 ((C.)) B. "Charging party" means any person alleging an unfair employment
1150 practice under this chapter by filing a complaint with the office of equity and racial and
1151 social justice.

1152 ((D.1. "Disability" means:

1153 a. a physical or mental impairment that substantially limits one or more of a
1154 person's major life activities, either temporarily or permanently;

1155 b. a person has a record of having such an impairment;

1156 c. a person is regarded as having such an impairment; or

1157 d. a person has any other condition that is a disability under the Washington
1158 state Law Against Discrimination, chapter 49.60 RCW, as it pertains to employment.

1159 2. "Disability" does not include current, illegal use of a controlled substance, as
1160 defined in section 102 of 21 U.S.C. Sec. 802 as it exists on April 16, 2006.

1161 E.)) C. "Discriminate," "~~((D))discrimination,~~" or "discriminatory act" means any
1162 action or failure to act, whether by itself or as part of a practice, the effect of which is to
1163 adversely affect or differentiate between or among, individuals or groups of individuals,
1164 by reasons of ((race, color, age, gender, marital status, sexual orientation, gender identity
1165 or expression, religion, ancestry, national origin, disability or use of a service or assistive
1166 animal by an individual with a disability,)) one or more of the protected classes as
1167 defined in K.C.C. chapter 3.12D unless based upon a bona fide occupational
1168 qualification.

1169 ((F.)) D. "Employee" means any person who works for another in return for
1170 financial or other compensation, and does not include any individual employed by the
1171 individual's parents, spouse, or child, or in the domestic service of any person.

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1172 ((G.)) E. "Employer" means King County or any person acting in the interest of
 1173 an employer, directly or indirectly, who employs eight or more persons in unincorporated
 1174 King County, and includes neither any religious or sectarian organization not organized
 1175 for private profit nor any governmental body other than King County.

1176 ((H.)) F. "Employment agency" means any person who for compensation
 1177 engages in recruiting, procuring, referral, or placement of employees with an employer.

1178 ((I.)) G. "Gender identity or expression " means an individual's gender-related
 1179 identity, appearance, or expression, whether or not associated with the individual's sex
 1180 assigned at birth, and includes an individual's attitudes, preferences, beliefs, and practices
 1181 pertaining to the individual's own gender identity or expression.

1182 ((J.)) H. "Labor organization" means any organization existing for the purpose of:

- 1183 1. Dealing with employers concerning grievances, terms, or conditions of
 1184 employment; or
- 1185 2. Providing other mutual aid or protection in connection with employment.

1186 ((K.)) "Marital status" means the presence or absence of a marital relationship and
 1187 includes the status of married, separated, divorced, engaged, widowed, single, or
 1188 cohabiting.

1189 L.)) I. "Party" includes the person making a complaint or upon whose behalf a
 1190 complaint is made alleging an unfair employment practice, the person alleged or found to
 1191 have committed an unfair employment practice, and the office of equity and racial and
 1192 social justice.

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1193 ((M.)) J. "Person" includes one or more individuals, partnerships, associations,
 1194 organizations, corporations, cooperatives, legal representatives, trustees, trustees in
 1195 bankruptcy, receivers, or groups of persons, and includes King County.

1196 ((N.)) K. "Respondent" means any person who is alleged to or found to have
 1197 committed an unfair employment practice prohibited by this chapter.

1198 ((O. "Service or assistive animal" means a dog guide, signal or hearing dog,
 1199 seizure response dog, therapeutic companion animal, or other animal that does work,
 1200 performs tasks, or provides medically necessary support for the benefit of an individual
 1201 with a disability.

1202 P.)) L. "Settlement discussions" or "conference, conciliation, and persuasion"
 1203 means the attempted resolution of issues raised by a complaint, or by the investigation of
 1204 a complaint, through informal negotiations involving the charging party, the respondent
 1205 and the office of equity and racial and social justice.

1206 ((Q. "Sexual orientation" means an individual's attitudes, preferences, beliefs, and
 1207 practices pertaining to the individual's own sexual orientation including, but not limited
 1208 to, actual or perceived heterosexuality, homosexuality, and bisexuality.))

1209 SECTION 20. Ordinance 5280, Section 1, as amended, and K.C.C. 12.20.010 are
 1210 hereby amended to read as follows:

1211 This chapter is an exercise of the police power of King County for the protection
 1212 of the public welfare, health, peace, and safety of the residents of King County and in
 1213 fulfillment of the state Constitution. The King County council finds and declares that
 1214 practices of housing discrimination against any persons on the basis of ((race, color,
 1215 religion, national origin, ancestry, age, gender, marital status, parental status)) one or

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1216 more of the protected classes as defined in K.C.C. chapter 3.12D, participation in the
 1217 Section 8 program or other housing subsidy program, or alternative source of income((,
 1218 sexual orientation, gender identity or expression, disability or use of a service or assistive
 1219 animal by an individual with a disability)) constitute matters of local concern and are
 1220 contrary to the public welfare, health, peace, and safety of the residents of King County.

1221 SECTION 21. Ordinance 5280, Section 2, as amended, and K.C.C. 12.20.020 are
 1222 hereby amended to read as follows:

1223 The definitions in this section apply throughout this chapter unless the context
 1224 clearly requires otherwise.

1225 A. "Aggrieved person" includes a person who:

- 1226 1. Claims to have been injured by an unfair housing practice; or
- 1227 2. Believes that the person will be injured by an unfair housing practice that is
 1228 about to occur.

1229 B. "Alternative source of income" means lawful, verifiable income derived from
 1230 sources other than wages, salaries, or other compensation for employment. It includes
 1231 but is not limited to moneys derived from Social Security benefits, other retirement
 1232 programs, supplemental security income, unemployment benefits, child support, the state
 1233 Aged, Blind, or Disabled Cash Assistance Program, state Refugee Cash Assistance and
 1234 any other federal, state, local government, private, or nonprofit-administered cash benefit
 1235 program.

1236 C. "Charging party" means any person alleging an unfair housing practice under
 1237 this chapter by filing a complaint with the office of equity and racial and social justice.

1238 D.1. "Disability" means:

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1239 a. a physical or mental impairment that substantially limits one or more of a
1240 person's major life activities, either temporarily or permanently;

1241 b. ((a person has a record of having such an impairment;

1242 c.)) a person is regarded as having such an impairment; or

1243 ((d.)) c. a person has ((any other condition that is)) a disability under the
1244 Washington state Law Against Discrimination, chapter 49.60 RCW((, as it pertains to
1245 real estate and housing)).

1246 2. "Disability" does not include current, illegal use of a controlled substance, as
1247 defined in section 102 of 21 U.S.C. Sec. 802 as it exists on April 16, 2006.

1248 E. "Discriminate" means any action or failure to act, whether by single act or as
1249 part of a practice, the effect of which is to adversely affect or differentiate between or
1250 among individuals or groups of individuals, because of ((race, color, religion, national
1251 origin, ancestry, age, gender, marital status, parental status)) one or more of the protected
1252 classes as defined in K.C.C. chapter 3.12D, participation in the Section 8 program or
1253 other housing subsidy program, or alternative source of income((, sexual orientation,
1254 gender identity or expression, disability, or use of a service or assistive animal by an
1255 individual with a disability)).

1256 F. "Dwelling" or "dwelling unit" mean any building, structure or portion of a
1257 building or structure that is occupied as, or designed or intended for occupancy as, a
1258 residence by one or more families or individuals, and any vacant land that is offered for
1259 sale or lease for the construction or location thereon of any such a building, structure, or
1260 portion of a building or structure.

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1261 G. "Gender identity or expression" means an individual's gender-related identity,
 1262 appearance, or expression, whether or not associated with the individual's sex assigned at
 1263 birth, and includes an individual's attitudes, preferences, beliefs, and practices pertaining
 1264 to the individual's own gender identity or expression.

1265 H. "Housing accommodations" means any dwelling or dwelling unit, rooming
 1266 unit, rooming house, lot, or parcel of land in unincorporated King County that is used,
 1267 intended to be used or arranged or designed to be used as, or improved with, a residential
 1268 structure for one or more human beings.

1269 I. ("Marital status" means the presence or absence of a marital relationship and
 1270 includes the status of married, separated, divorced, engaged, widowed, single, or
 1271 cohabiting.

1272 J.) 1. "Parental status" means one or more individuals, who have not attained the
 1273 age of eighteen years, being domiciled with:

1274 a. a parent or another person having legal custody of the individual or
 1275 individuals; or

1276 b. the designee of such a parent or other person having the custody, with the
 1277 written permission of the parent or other person.

1278 2. The protections afforded against discrimination on the basis of familial status
 1279 apply to a person who is pregnant or is in the process of securing legal custody of an
 1280 individual who has not attained the age of eighteen years.

1281 ((K.)) I. "Participation in the Section 8 program or other housing subsidy
 1282 program" means participating in a short- or long-term federal, state, or local government,
 1283 private, nonprofit, or other assistance program in which a tenant's rent is paid either

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1284 partially or completely by the program, through a direct arrangement between the
1285 program and the owner or lessor of the real property. Other housing subsidy programs
1286 include, but are not limited to, the federal Veteran Affairs Supportive Housing vouchers,
1287 state Housing and Essential Needs funds and short-term rental assistance provided by
1288 rapid rehousing subsidies.

1289 ((L.)) K. "Party" includes the person charging or making a complaint or upon
1290 whose behalf a complaint is made alleging an unfair practice, the person alleged or found
1291 to have committed an unfair practice and the office of equity and racial and social justice.

1292 ((M.)) L. "Person" means one or more individuals, partnerships, associations,
1293 organizations, corporations, cooperatives, legal representatives, trustees and receivers, or
1294 any group of persons; including any owner, lessee, proprietor, housing manager, agent, or
1295 employee whether one or more natural persons. "Person" also includes any political or
1296 civil subdivisions of the state and any agency or instrumentality of the state or of any
1297 political or civil subdivision of the state.

1298 ((N.)) M. "Real estate transaction" includes, but is not limited to, the sale,
1299 conveyance, exchange, purchase, rental, lease, or sublease of real property.

1300 ((O.)) N. "Real estate-related transaction" means any of the following:

- 1301 1. The making or purchasing of loans or providing other financial assistance:
- 1302 a. for purchasing, constructing, improving, repairing, or maintaining real
- 1303 property; or
- 1304 b. secured by real property; or
- 1305 2. The selling, brokering, or appraising of real property.

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1306 ((P.)) Q. "Real property" includes, but is not limited to, buildings, structures, real
1307 estate, lands, tenements, leaseholds, interests in real estate cooperatives, condominiums,
1308 and hereditaments, corporeal and incorporeal, or any interest therein.

1309 ((Q.)) P. "Respondent" means any person who is alleged or found to have
1310 committed an unfair practice prohibited by this chapter.

1311 ((R.)) Q. "Senior citizens" means persons who are sixty-two years of age or
1312 older.

1313 ((S. "Service or assistive animal" means a dog guide, signal or hearing dog,
1314 seizure response dog, therapeutic companion animal, or other animal that does work,
1315 performs tasks, or provides medically necessary support for the benefit of an individual
1316 with a disability.

1317 T.)) R. "Settlement discussions" and "conference, conciliation, and persuasion"
1318 mean the attempted resolution of issues raised by a complaint, or by the investigation of a
1319 complaint, through informal negotiations involving the charging party, the respondent,
1320 and the office of equity and racial and social justice.

1321 ((U. "Sexual orientation" means an individual's attitudes, preferences, belief, and
1322 practices pertaining to the individual's own sexual orientation including, but not limited
1323 to, actual or perceived heterosexuality, homosexuality, and bisexuality.))

1324 S. "Verifiable" means the source of income can be confirmed as to its amount or
1325 receipt.

1326 SECTION 22. Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.040 are
1327 hereby amended to read as follows:

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1328 A. It is a discriminatory practice and unlawful for any person, whether acting on
1329 the person's own behalf or for another, because of ((race, color, religion, national origin,
1330 ancestry, age, gender, marital status, parental status)) one or more of the protected classes
1331 as defined in K.C.C. chapter 3.12D, participation in the Section 8 program or other
1332 housing subsidy program, or alternative source of income((, sexual orientation, gender
1333 identity or expression, disability or use of a service or assistive animal by an individual
1334 with a disability))):

1335 1. Except as otherwise provided in subsection A.12. of this section, to refuse to
1336 engage in a real estate transaction with a person or to otherwise make unavailable or deny
1337 a dwelling to any person;

1338 2. To discriminate against a person in the terms, conditions or privileges of a
1339 real estate transaction, including financial terms and conditions such as the setting of
1340 rents or damage deposits, or in the furnishing of facilities or services in connection with
1341 any real estate transaction; however, rents and damage deposits may be adjusted to
1342 recognize the number of persons utilizing the property except insofar as such adjustment
1343 might discriminate based on ((race, color, religion, national origin, ancestry, age, gender,
1344 marital status, parental status)) one or more of the protected classes as defined in K.C.C.
1345 chapter 3.12D, participation in the Section 8 program or other housing subsidy program,
1346 or alternative source of income((, sexual orientation, gender identity or expression,
1347 disability or use of a service or assistive animal by an individual with a disability));

1348 3. To refuse to receive or to fail to transmit a bona fide offer to engage in a real
1349 estate transaction from a person;

1350 4. To refuse to negotiate for a real estate transaction with a person;

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1351 5. To represent to a person that real property is not available for inspection, sale,
1352 rental, or lease when in fact it is so available, to fail to bring a property listing to the
1353 person's attention or to refuse to permit the person to inspect real property;

1354 6. To make, print, circulate, publish, post or mail or cause to be made, printed,
1355 circulated, published, posted, or mailed a statement, notice, advertisement, or sign,
1356 pertaining to a real estate transaction or a real estate related transaction that indicates,
1357 directly or indirectly, an intent to make a limitation, preference or discrimination with
1358 respect to the transaction;

1359 7. To use a form of application or to make a record of inquiry regarding a real
1360 estate transaction or a real estate related transaction that indicates, directly or indirectly,
1361 an intent to make a limitation, preference or discrimination with respect to the
1362 transaction;

1363 8. To offer, solicit, accept, use, or retain a listing of real property with the
1364 understanding that a person might be discriminated against in a real estate transaction or
1365 in the furnishing of facilities or services in connection with the transaction;

1366 9. To expel a person from occupancy of real property;

1367 10. To discriminate against in the course of negotiating or executing a real
1368 estate transaction whether by mortgage, deed of trust, contract, or other instrument
1369 imposing a lien or other security in real property, or in negotiating or executing any item
1370 or service related thereto including issuance of title insurance, mortgage insurance, loan
1371 guarantee, or other aspect of the transaction;

1372 11. To deny any person access to or membership or participation in any
1373 multiple-listing service, real estate brokers' organization, or other service, organization,

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1374 or facility relating to the business of selling or renting dwellings, or to discriminate
 1375 against any person in the terms or conditions of such access, membership, or
 1376 participation; or

1377 12.a. To refuse to lease or rent any real property to any person based on the
 1378 person's reliance on the Section 8 program or other housing subsidy programs to make
 1379 rental payments unless:

1380 (1) the person's reliance on the Section 8 program or other housing subsidy
 1381 programs is conditioned on the real property passing inspection;

1382 (2) the written estimate of the cost of improvements necessary to pass
 1383 inspection is more than one thousand five hundred dollars; and

1384 (3) the landlord has not received moneys from the state's landlord mitigation
 1385 program, as set forth in chapter 43.31 RCW, to make the improvements.

1386 b. This subsection A.12. shall apply beginning September 30, 2018.

1387 B. It is a discriminatory practice and unlawful for any person, whether acting on
 1388 the person's own behalf or for another, to coerce, intimidate, threaten, or interfere with
 1389 any other person in the exercise or enjoyment of, on account of the other person having
 1390 exercised or enjoyed, or on account of the other person having aided or encouraged any
 1391 person in the exercise or enjoyment of, any right granted or protected by this chapter.

1392 C. It is a discriminatory practice and unlawful for any person, whether acting on
 1393 the person's own behalf or for another, to discriminate against in the sale or rental of, or
 1394 to otherwise make unavailable or deny, a dwelling to any buyer or renter because of a
 1395 disability of any one or more of:

1396 1. That buyer or renter;

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1397 2. A person residing in or intending to reside in that dwelling after it is so sold,
1398 rented, or made available; or

1399 3. Any person associated with that buyer or renter.

1400 D. It is a discriminatory practice and unlawful for any person, whether acting on
1401 the person's own behalf or for another, to discriminate against any person in the terms,
1402 conditions or privileges of sale or rental of a dwelling, or in the provision of services or
1403 facilities in connection with a dwelling, because of a disability of any one or more of:

1404 1. That person;

1405 2. A person residing in or intending to reside in that dwelling after it is so sold,
1406 rented, or made available; or

1407 3. Any person associated with that person.

1408 E. For the purposes of this chapter, discriminatory practices based either on
1409 disability or use of a service or assistive animal by an individual with a disability are
1410 unlawful and include:

1411 1. Refusal to permit, at the expense of an individual with a disability, reasonable
1412 modifications of existing premises occupied or to be occupied by the person if the
1413 modifications might be necessary to afford the person full enjoyment of the premises.

1414 However, for a rental, the landlord may, if it is reasonable to do so, condition permission
1415 for a modification on the renter agreeing to restore the interior of the premises to the
1416 condition that existed before the modification, reasonable wear and tear excepted;

1417 2. Refusal to make reasonable accommodations in rules, policies, practices, or
1418 services, if the accommodations might be necessary to afford an individual or individuals
1419 with disabilities equal opportunity to use and enjoy a dwelling; or

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1420 3. Failure to design, construct and alter dwellings in conformance with 42
1421 U.S.C. 3604 as it exists on April 16, 2006, the Washington State Barrier Free Regulations
1422 (chapter 51-50 WAC, pursuant to chapters 19.27 and 70.92 RCW), other regulations
1423 adopted under 42 U.S.C. 3604 and chapters 19.27 and 70.92 RCW, and all other
1424 applicable laws pertaining to access to individuals with disabilities. If the requirements
1425 of applicable laws differ, the requirements that require greater accessibility to individuals
1426 with disabilities govern.

1427 F. It is discriminatory practice and unlawful for any person, whether acting on the
1428 person's own behalf or for another, to retaliate by taking action against another person
1429 because the other person:

- 1430 1. Opposed any practice forbidden by this chapter;
- 1431 2. Complied or proposed to comply with this chapter or any order issued under
1432 this chapter; or
- 1433 3. Filed a complaint, testified, or assisted in any manner in any investigation,
1434 proceeding or hearing initiated under this chapter.

1435 SECTION 23. Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.050 are
1436 hereby amended to read as follows:

1437 It is a discriminatory practice and unlawful for any person acting for monetary
1438 gain, whether acting on the person's own behalf or for another in connection with any real
1439 estate-related transaction, whose business includes engaging in real estate-related
1440 transactions to discriminate against any person in making available such a transaction, or
1441 in the terms or conditions of such a transaction, because of ((race, color, religion, national
1442 origin, ancestry, age, gender, marital status, parental status)) one or more of the protected

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1443 classes as defined in K.C.C. chapter 3.12D, participation in Section 8 program or other
1444 housing subsidy program, or alternative source of income((, sexual orientation, gender
1445 identity or expression, disability or use of a service or assistive animal by an individual
1446 with a disability)).

1447 SECTION 24. Ordinance 5280, Section 3, as amended, and K.C.C. 12.20.060 are
1448 hereby amended to read as follows:

1449 It is a discriminatory practice and unlawful for any person acting for monetary
1450 gain, whether acting on the person's own behalf or others, directly or indirectly, to engage
1451 in the practices of blockbusting or steering, including the commission of any one or more
1452 of the following acts:

1453 A. Inducing or attempting to induce any person to sell or rent any real property
1454 by representation regarding the entry or prospective entry into the neighborhood or area
1455 of a person or persons of one or more of a particular ((race, color, religion, national
1456 origin, ancestry, age, gender, marital status)) protected class as defined in K.C.C. chapter
1457 3.12D, participation in the Section 8 program or other housing subsidy program, or
1458 alternative source of income((, sexual orientation, gender identity or expression, parental
1459 status, disability or use of a service or assistive animal by an individual with a
1460 disability)); or

1461 B. Showing or otherwise taking any action, the intention or effect of which is to
1462 steer a person or persons to any section of the county or to particular real property in a
1463 manner tending to segregate or maintain segregation on the basis of ((race, color,
1464 religion, national origin, ancestry, age, gender, marital status, sexual orientation, gender
1465 identity or expression, parental status)) one or more of the protected classes as defined in

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1466 K.C.C. chapter 3.12D, participation in Section 8 program or other housing subsidy
 1467 program, or alternative source of income((, disability or use of a service or assistive
 1468 animal by a an individual with a disability)).

1469 SECTION 25. Ordinance 5280, Section 10, as amended, and K.C.C. 12.20.130
 1470 are hereby amended to read as follows:

1471 A. Nothing in this chapter:

1472 1. Prohibits treating any person or persons meeting the definition of parental
 1473 status or any individual with a disability or individuals with disabilities more favorably
 1474 than others if the favorable treatment does not discriminate against persons on the basis
 1475 of ((race, color, religion, national origin, ancestry, age, gender, marital status, parental
 1476 status)) one or more of the protected classes as defined in K.C.C. chapter 3.12D,
 1477 participation in the Section 8 program or other housing subsidy program, or alternative
 1478 source of income((, sexual orientation, gender identity or expression, disability or use of a
 1479 service or assistive animal by an individual with a disability));

1480 2. Prohibits a religious organization, association or society, or any nonprofit
 1481 institution or organization operated, supervised or controlled by or in conjunction with a
 1482 religious organization, association or society, from limiting the sale, rental, or occupancy
 1483 of dwellings that it owns or operates for other than a commercial purpose, to persons of
 1484 the same religion, or from giving preference to persons of the same religion, but only if:

1485 a. membership in the religion is not restricted on account of race, color,
 1486 ancestry, or national origin; and

1487 b. the limitation or preference is reasonably in the furtherance of a religious
 1488 purpose or activity;

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- 1489 3. Prohibits any person from limiting the rental or occupancy of housing
 1490 accommodations in any collegiate Greek system residence, school dormitory, or similar
 1491 residential facility to persons of one gender if considerations of personal privacy exist;
- 1492 4. Prohibits any person from limiting, on the basis of age or parental status, the
 1493 sale, rental, or occupancy of housing accommodations that fully qualify as housing for
 1494 older persons age fifty-five and over under 42 U.S.C. Sec. 3607 as it exists on April 16,
 1495 2006;
- 1496 5. Prohibits any person from limiting the sale, rental, or occupancy of housing
 1497 accommodations to:
- 1498 a. individuals with disabilities in any housing facility operated for individuals
 1499 with disabilities;
- 1500 b. senior citizens in any housing facility operated exclusively for senior
 1501 citizens; or
- 1502 c. elderly persons in any housing provided under any state or federal program
 1503 that meets the requirements of 42 U.S.C. Sec. 3607(b)(2)(A) as it exists on April 16,
 1504 2006;
- 1505 6. Requires any person to rent or lease a housing accommodation to a minor;
- 1506 7. Requires or permit any sale, rental, or occupancy otherwise prohibited by
 1507 law;
- 1508 8. May be interpreted to prohibit any person from making a choice among
 1509 prospective purchasers or tenants of real property on the basis of factors other than ((race,
 1510 color, religion, ancestry, national origin, age, gender, marital status, parental status,
 1511 sexual orientation, gender identity or expression)) one or more of the protected classes as

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1512 defined in K.C.C. chapter 3.12D, participation in the Section 8 program or other housing
 1513 subsidy program, or alternative source of income((, disability or use of a service or
 1514 assistive animal by an individual with a disability)); or

1515 9. Prohibits any person from placing limitations on the maximum number of
 1516 tenants permitted per unit on account of reasonable space limitations or requirements of
 1517 law.

1518 B. Nothing in this chapter, except K.C.C. 12.20.040.A.6., 12.20.040.A.7.,
 1519 12.20.040.A.8., 12.20.040.B.,₁ and 12.20.050, applies to the renting, subrenting, leasing,₁
 1520 or subleasing of a single-family or duplex dwelling unit in which the owner normally
 1521 maintains a permanent residence, home,₂ or abode.

1522 C. Nothing in this chapter prohibits any party to a real estate transaction or real
 1523 estate-related transaction from considering the capacity to pay and credit history of any
 1524 individual applicant.

1525 D. Nothing in this chapter prohibits any party to a real estate transaction or real
 1526 estate related transaction from considering or taking reasonable action based on the
 1527 application of community property law to an individual case.

1528 SECTION 26. Ordinance 8625, Section 1, as amended, and K.C.C. 12.22.010 are
 1529 hereby amended to read as follows:

1530 This chapter is an exercise of the police power of King County for the protection
 1531 of the public welfare, health, peace,₁ and safety of the residents of King County and in
 1532 fulfillment of the state Constitution. The King County council hereby finds and declares
 1533 that the practice of discrimination against any person on the basis of ((race, color, gender,
 1534 marital status, parental status, sexual orientation, gender identity or expression, religion,

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1535 ancestry, age, national origin, disability or use of a service or assistive animal by an
 1536 individual with a disability)) one or more of the protected classes as defined in K.C.C.
 1537 chapter 3.12D in places of public accommodation constitute matters of local concern and
 1538 are contrary to the public welfare, health, peace, and safety of the residents of King
 1539 County.

1540 SECTION 27. Ordinance 8625, Section 2, as amended, and K.C.C. 12.22.020 are
 1541 hereby amended to read as follows:

1542 The definitions in this section apply throughout this chapter unless the context
 1543 clearly requires otherwise.

1544 A. "Aggrieved person" includes any person who claims to have been injured by
 1545 an act of discrimination in a place of public accommodation;

1546 B. "Charging party" means any person alleging an act of discrimination in a place
 1547 of public accommodation under this chapter by filing a complaint with the office of
 1548 equity and racial and social justice.

1549 C.((1. "Disability" means:

1550 a. a physical or mental impairment that substantially limits one or more of a
 1551 person's major life activities, either temporarily or permanently;

1552 b. a person has a record of having such an impairment;

1553 c. a person is regarded as having such an impairment; or

1554 d. a person has any other condition that is a disability under the Washington
 1555 state Law Against Discrimination, chapter 49.60 RCW, as it pertains to public
 1556 accommodations.

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1557 2. "Disability" does not include current, illegal use of a controlled substance, as
1558 defined in section 102 of 21 U.S.C. Sec. 802 as it exists on April 16, 2006.

1559 D.)) "Discrimination" or "discriminatory practice or act" means any action or
1560 failure to act, whether by a single act or part of a practice, the effect of which is to
1561 adversely affect or differentiate between or among individuals, because of ((race, color,
1562 religion, national origin, ancestry, age, gender, marital status, parental status, sexual
1563 orientation, gender identity or expression, disability or use of a service or assistive animal
1564 by an individual with a disability)) one or more of the protected classes as defined in
1565 K.C.C. chapter 3.12D.

1566 ((E.)) D. "Gender identity or expression" means an individual's gender-related
1567 identity, appearance, or expression, whether or not associated with the individual's sex
1568 assigned at birth, and includes an individual's attitudes, preferences, beliefs, and practices
1569 pertaining to the individual's own gender identity or expression.

1570 ((F. "Marital status" means the presence or absence of a marital relationship and
1571 includes the status of married, separated, divorced, engaged, widowed, single, or
1572 cohabiting.

1573 G.)) E. "Owner" includes a person who owns, leases, subleases, rents, operates,
1574 manages, has charge of, controls, or has the right of ownership, possession, management,
1575 charge, or control of real property on the person's own behalf or on behalf of another.

1576 ((H. "Parental status" means being a parent, step parent, adoptive parent,
1577 guardian, foster parent or custodian of a minor child or children.

1578 I.)) F. "Party" includes a person making a complaint or upon whose behalf a
1579 complaint is made alleging an unfair public accommodations practice, a person alleged or

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1580 found to have committed an unfair public accommodations practice, and the office of
1581 equity and racial and social justice.

1582 ((J.)) G. "Person" means one or more individuals, partnerships, associations,
1583 organizations, corporations, cooperatives, legal representatives, trustees, trustees in
1584 bankruptcy, receivers, or any group of persons, and includes King County but no
1585 governmental body other than King County. "Person" also includes any owner, lessee,
1586 proprietor, manager, agent, or employee whether one or more natural persons.

1587 ((K.)) H. "Place of public accommodation" means any place, store, or other
1588 establishment, either licensed or unlicensed, that supplies goods or services to the general
1589 public. "Place of public accommodation" includes, but is not limited to, the following
1590 types of services or facilities: hotels, or other establishments provide lodging to transient
1591 guests; restaurants, cafeterias, lunchrooms, lunch counters, soda fountains, or other
1592 facilities principally engaged in selling or offering for sale food for consumption upon the
1593 premises; motion picture houses, theatres, concert halls, convention halls, sport arenas,
1594 stadiums, or other places of exhibition or entertainment; bowling alleys and amusement
1595 parks; retail establishments; transportation carriers; barber shops; beauty shops; bars or
1596 taverns, or other facilities engaged in selling or offering for sale alcoholic beverages for
1597 consumption upon the premises; food banks, senior citizens centers, and other social
1598 service organizations and establishments; places of public accommodation operated by
1599 King County; and public burial facilities if the facilities are owned and operated by any
1600 cemetery corporation or burial association.

1601 ((L.)) I. "Respondent" means a person who is alleged or found to have
1602 discriminated in a place of public accommodation.

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1603 ((M.)) J. "Senior citizen" means an individual as old or older than an age set for a
1604 senior category. The minimum age for the senior category is fifty-five years.

1605 ((N. "Service or assistive animal" means a dog guide, signal or hearing dog,
1606 seizure response dog, therapeutic companion animal, or other animal that does work,
1607 performs tasks, or provides medically necessary support for the benefit of an individual
1608 with a disability.

1609 O.)) K. "Settlement discussions" or "conference, conciliation, and persuasion"
1610 means the attempted resolution of issues raised by a complaint, or by the investigation of
1611 a complaint, through informal negotiations involving the charging party, the respondent,
1612 and the office of equity and racial and social justice.

1613 ((P. "Sexual orientation" means an individual's attitudes, preferences, beliefs, and
1614 practices pertaining to the individual's own sexual orientation including, but not limited
1615 to, actual or perceived heterosexuality, homosexuality, and bisexuality.))

1616 SECTION 28. Ordinance 8625, Section 3, as amended, and K.C.C. 12.22.030 are
1617 hereby amended to read as follows:

1618 It is unlawful for any person to engage in, or cause or allow another to engage in,
1619 any of the acts listed in this section, which are hereby designated as discrimination, in
1620 places of public accommodation located in unincorporated King County or operated by
1621 King County wherever located.

1622 A. It is a discriminatory practice for any person, whether acting on the person's
1623 own behalf or for another, because of ((race, color, religion, national origin, ancestry,
1624 age, gender, marital status, parental status, sexual orientation, gender identity or

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1625 expression, disability or use of a service or assistive animal by an individual with a
 1626 disability)) one or more of the protected classes as defined in K.C.C. chapter 3.12D:

1627 1. As owner, custodial agent or employee of a place of public accommodation,
 1628 to discriminate in denying, refusing, rejecting, or granting any privilege, service, goods,
 1629 merchandise, commodity, or accommodation;

1630 2. As owner, custodial agent, or employee of a place of public accommodation,
 1631 to discriminate by segregating or requiring the placing of any person in any separate
 1632 section or area of the premises or facilities of the place of public accommodation; or

1633 3. To place, post, maintain, or display any written or printed advertisement,
 1634 notice or sign to the effect that any of the accommodations, advantages, facilities,
 1635 privileges, goods, or merchandise of any place of public accommodation, will or might be
 1636 refused, withheld from, or denied to any person.

1637 B. It is a discriminatory practice and unlawful for any person, whether acting on
 1638 the person's own behalf or for another, to retaliate by taking action against another person
 1639 because the other person:

1640 1. Opposed any practice forbidden by this chapter;

1641 2. Complied or proposed to comply with this chapter or any order issued under
 1642 this chapter; or

1643 3. Filed a complaint, testified, or assisted in any manner in any investigation,
 1644 proceeding, or hearing initiated under this chapter.

1645 C. Nothing in this section:

1646 1. Applies to any non-commercial facility operated or maintained by a bona fide
 1647 religious institution;

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1648 2. May be construed to prohibit treating individuals with disabilities more
1649 favorably than individuals without disabilities or to prohibit treating senior citizens more
1650 favorably than nonsenior citizens; or

1651 3. May be construed to prohibit offering discounts, special prices, or other
1652 special arrangements to children or families, or imposing age limits for individuals up to
1653 twenty-one years old.

1654 SECTION 29. Ordinance 8034, Section 3, as amended, and K.C.C. 22.16.030 are
1655 hereby amended to read as follows:

1656 The ((S))stadium ((A))advisory ((B))board shall consist of nine (((9))) members.

1657 Appointments and terms shall be as follows:

1658 A. Five (((5))) members shall be appointed at-large by the King County
1659 executive((.));

1660 B. Four (((4))) members shall be appointed by the King County executive from a
1661 list of candidates compiled by the King County council((.));

1662 C. Appointments shall be for three-year terms except original appointments
1663 which shall be staggered in accordance with K.C.C. chapter 2.28. All appointments shall
1664 be subject to confirmation by a majority of the King County council. All terms shall
1665 expire on September 30((th)) of the last year of the respective term((.));

1666 D. Appointments shall be representative of the county population(((s))) or
1667 populations and have interest, experience, and a demonstrated commitment in the area of
1668 sporting and entertainment events. Appointment shall be made without regard to
1669 discrimination based on ((color, race, religion, gender, sexual preference, and/or
1670 disability.)) one or more of the protected classes as defined in K.C.C. chapter 3.12D;

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1671 E. There shall be no fee required for membership, nor shall any member receive
1672 any financial remuneration for their services((.));

1673 F. Members shall be eligible for reappointment to one additional term, for a
1674 period not to exceed a total of six years((.)); and

1675 G. Vacancies shall be filled by appointment of the King County executive.

1676 SECTION 30. Nothing in this ordinance is intended to remove or dilute the rights
1677 of those in protected classes in King County or to, in any way, diminish the existing
1678 rights or obligations under the affected sections.

1679 SECTION 31. Severability. If any provision of this ordinance or its application to any

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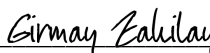
1680 person or circumstance is held invalid, the remainder of the ordinance or the application
1681 of the provision to other persons or circumstances is not affected.

Ordinance 19977 was introduced on 1/14/2025 and passed by the Metropolitan King County Council on 9/23/2025, by the following vote:

Yes: 9 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Perry, Quinn, von Reichbauer and Zahilay

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Signed by:



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Girmay Zahilay, Chair

ATTEST:

DocuSigned by:

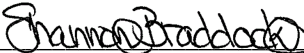


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Melani Hay, Clerk of the Council

APPROVED this _____ day of 10/6/2025, _____.

Signed by:



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Shannon Braddock, County Executive

Attachments: None

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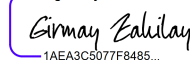
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Council Chair

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Melani Hay

melani.hay@kingcounty.gov

Clerk of the Council

King County Council

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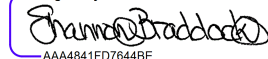
Shannon Braddock

Shannon.Braddock@kingcounty.gov

Deputy Executive

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Electronic Record and Signature Disclosure:

Accepted: 10/6/2025 3:12:31 PM

ID: e5ddeb2a-7432-48e7-b4ec-a9e449ead75e

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Ames Kessler
akessler@kingcounty.gov
Executive Legislative Coordinator & Public Records
Officer
King County
Security Level: Email, Account Authentication
(None)
Electronic Record and Signature Disclosure:
Not Offered via DocuSign

COPIED

Sent: 9/24/2025 2:30:02 PM
Viewed: 9/25/2025 11:28:22 AM

Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Envelope Sent	Hashed/Encrypted	9/24/2025 1:55:33 PM
Certified Delivered	Security Checked	10/6/2025 3:12:31 PM
Signing Complete	Security Checked	10/6/2025 3:12:47 PM
Completed	Security Checked	10/6/2025 3:12:47 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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