

## **New Rule Number 7: Harassment**

Adopted 12/2/19

### **Introduction**

ESHB 2018 (2019) amended RCW 42.52.070 (special privileges) to state that it is a violation of special privileges for a legislator or legislative staff to engage in behavior that constitutes harassment, including sexual harassment.

### **Purpose and Scope**

In considering complaints that a legislator or legislative staff has engaged in behavior that constitutes harassment, the Board will apply the following substantive standards:

- (1) Reasonable person standard. If a reasonable person similarly situated would not view the conduct that is the subject of the complaint as constituting harassment, the Board will not view the conduct as harassment.
- (2) Substantial interference standard. In interpreting the provision that defines harassment as conduct that has the purpose or effect of interfering with the person's work performance, the Board will find only substantial interference to be the basis for a reasonable cause finding.