

Human Rights Commission process

- In 2006, Washington enacted a law providing protections for transgender people against discrimination in employment, housing, and places of public accommodation. The law prohibits discrimination against any person based on his or her sexual orientation or gender identity. [RCW 49.60.030](#).
- There were four public hearings on this issue across the state in 2012 and 2013 – Seattle, Tacoma, Kennewick and Spokane.
- In May 2015, the HRC publicly proposed the rules and invited members of the public to provide comments, in writing or at a public hearing which was held in June 2015 in Tacoma. There were 30 people who attended and no one spoke against it.
- Since 2009, the Human Rights Commission has had their budget cut 41 percent. In the same time frame they have gone from a staff of 61 to 23, due in large part to the budget cuts

Safety

- Transgender people in Washington have been using restrooms and locker rooms matching their gender identity with legal protection for the past 10 years.
- There is [no evidence](#) gender neutral bathroom rules have increased predatory activity.
- [The U.S. Department of Justice](#) cites estimates that transgender individuals experience sexual assault at a rate of 66 percent, a number that increases for certain subgroups including transgender youth and people of color.
- According to the Center for Disease Control, the sexual assault numbers for the general population is 18.3% for women, 1.4% for men and again those numbers increase in certain subgroups.
- Sexual assault for all groups is one of the most underreported crimes in the U.S.

Individual and Business Rights

- WAC 162-32-060 applies to businesses who employ 8 or more employees.
- In a public accommodation setting the rule applies but is not limited to: Schools, gyms, public facilities, stores, restaurants, and swimming pools, and the gender segregated facilities within those places of public accommodations.
- **The rule does not prohibit asking legitimate questions about a person's presence in a gender segregated facility.**
- **The rule does not prohibit any person from reporting suspected illegal activity or behavior.**
- Any individual who fraudulently claims to be transgender for the purpose of entering a gender segregated facility in order to engage in illegal activity may be subject to criminal prosecution.
- This rule does not protect criminal or inappropriate behavior nor does it prevent a person from protecting himself or herself.