

Substitute Bill - Hotel Safety Protections, version D2

Section	Topic	Description
14.26.050	Panic Buttons	Employer has one-year to comply with Seattle (SMC 14.26) panic button requirements <i>provided that</i> the employer provides panic buttons that comply with state requirements (Senate Bill 5258) in the interim.
14.26.070	Overview	<ul style="list-style-type: none"> ❖ No requirement for employer to conduct an investigation ❖ No requirement for employer to keep a list or ban services for five years ❖ No requirement to limit guest services beyond the guest’s current stay
	Policy	Employer must develop a written policy against violent or harassing conduct by guests; provide the policy to guests upon check-in; and provide the policy to employees at hire and on an annual basis
	Employer requirements for guest accused of violent or harassing conduct	<p>Employer must:</p> <ol style="list-style-type: none"> 1. Provide guest with written notice of the discontinuation of services required by SMC 14.26; notice does not contain factual allegations. 2. Take immediate, preventative action to safeguard employees. 3. At a minimum, cease in-room guest services for the duration of the guest’s stay unless an investigation determines that the alleged conduct did not occur. Investigation is <i>not</i> required
14.26.090	Employer requirements for employee who is alleged victim of violent or harassing conduct	<p>Employer must:</p> <ol style="list-style-type: none"> 1. Reassign employee to a different work area and maintain reassignment even if an investigation determines that the alleged conduct did not occur. 2. Provide the employee with a copy of the notice of discontinuation of services that was provided to the guest. 3. Provide the employee with documents (created by OLS) in English and the employee’s primary language <ul style="list-style-type: none"> • Poster with notice of rights under SMC 14.26 including rights to a support advocates and crime victim advocate; • Notice of right to a support advocate under SMC 14.26 and the right to a crime victim advocate and other rights of crime victims under RCW 7.69.030; and • Notice of prohibitions against retaliation regardless of citizenship or immigration status 4. Permit employee to use up to 16 hours of paid time to consult with a counselor, advisor, or advocate, or other support person of their choosing 5. Cooperate with any law enforcement investigation 6. Take reasonable precautions to protect identity of employees who report violent or harassing conduct by guests, employees who are alleged victims of violent or harassing conduct by guests, and witnesses

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14.26.090	Support Advocate	<ol style="list-style-type: none"> 1. OLS will provide access to a support advocate for an employee who is an alleged victim of guest misconduct. OLS will include a description and contact information for support advocates on applicable outreach materials and shall inform employees and other parties about support advocate services during applicable intake and investigative functions 2. Support advocate may provide support services to the employee, including but not limited to explaining the rights under 14.26 and victim’s rights under state law; assisting the employee with reporting an incident of violent or harassing conduct by a guest; helping to facilitate the employer’s compliance with this Chapter 14.26; supporting the employee during an investigation; and serving as a resource for referrals to related legal and advocacy needs. 3. An employee’s access to support advocate services is not contingent upon reporting an incident of violent or harassing conduct by a guest; an employee may access such services solely to assess options.
14.26.100	Notice & Posting	<p>OLS will create documents in English, Spanish and other languages</p> <ul style="list-style-type: none"> • Poster with notice of rights under 14.26 including rights to a support advocate and crime victim advocate; • Create a notice of right to a support advocate, right to a crime victim advocate and other rights of crime victims under RCW 7.69.030, and guidelines for investigations and services under the King County Special Assault Protocol; and • Create notice of prohibitions against retaliation regardless of citizenship and immigration status.
14.26.110	Record keeping	<ol style="list-style-type: none"> 1. Limit the rebuttable presumption of violation for failure to retain records to “established allegations or incidents” of guest misconduct. 2. Nothing in this section requires an employer to retain records of the identifying information of the guest alleged to have engaged in violent or harassing conduct.
14.26.170	Enforcement	<ol style="list-style-type: none"> 1. Doubled penalties 2. Fines for failure to comply with employer requirements to prevent violent or harassing conduct and employer requirements to protect employees who are alleged victims of guest misconduct 3. Account to use penalties and fines, payable to the City, to defray OLS costs of providing a support advocate