

# New Civil Rights Protections 2017 Enforcement Highlights

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Civil Rights, Utilities, Economic Development, & Arts Committee

Lisa Herbold, Chair



# Overview

- Purpose
- Responsive Enforcement
  - Intake and Investigations
  - Individual and Director-Initiated Complaints
- Strategic Proactive Enforcement
  - Trainings and Outreach
  - Technical Assistance
  - Community Grants
  - Testing Program
- New Laws

# All-Gender Restroom Ordinance

1. Requires all single-occupancy restrooms have gender neutral signage
2. Clarifies rights to use gender-specific facilities with their gender identity (SMC 14.06)
3. Effective date: March 9, 2016

# All-Gender Restroom Ordinance

## Outcomes

1. 42 reports received
2. 83% compliance
3. 76% food establishments



# Ban on Conversion Therapy

1. Prohibits the use of conversion therapy – practices or treatment to change a person's sexual orientation or gender identity – on minors
2. Effective date: October 3, 2016

# Ban on Conversion Therapy

## Outcomes

1. Media Campaign
2. Tabling Events
3. Community Workshops
4. NW Network Partnership

PROVIDING CONVERSION  
THERAPY TO MINORS IS  
**ILLEGAL** IN SEATTLE.

# Alternative Source of Income

1. Requires landlords to accept all sources of income and housing subsidies
2. Prohibits preferred employer programs
3. Must accept community pledges
4. First-in-time provisions
5. SOID effective date: October 3, 2016
6. First-in-time effective date: July 1, 2017

# Alternative Source of Income

## Outcomes

1. Enforcement Activities
2. Media Campaign
3. Events and Workshops
4. Community Grants







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## File a Complaint

Web: [www.seattle.gov/civilrights/file-](http://www.seattle.gov/civilrights/file-)

Email: [discrimination@seattle.gov](mailto:discrimination@seattle.gov)

Phone: 206.684.4500

## Civil Rights Questions and Trainings

Web: [www.seattle.gov/civilrights](http://www.seattle.gov/civilrights)

Email: [discriminationquestions@seattle.gov](mailto:discriminationquestions@seattle.gov)

Phone: 206.684.4500



**Seattle**  
Office for Civil Rights