

Our Mission is to eliminate unlawful discrimination through education, mediation and enforcement that is responsive to a diverse King County.

What To Expect From OCR

We will:

- Offer professional, respectful and courteous service at no charge.
- Listen to your concerns.
- Discuss your options.
- Explain the process in simple language.
- Discuss probable outcomes for your case.
- Refer you to other agencies or organizations when possible, if we cannot help you.

Education & Outreach

The Office of Civil Rights wants everyone to understand their rights and responsibilities under the laws. Civil Rights Specialists are available to answer your questions and discuss your rights.

If you need information about the anti-discrimination laws, call, send an e-mail, or visit our office.

OCR provides workshops and written materials about these laws. See our Web site for more details.



King County

Office of Civil Rights

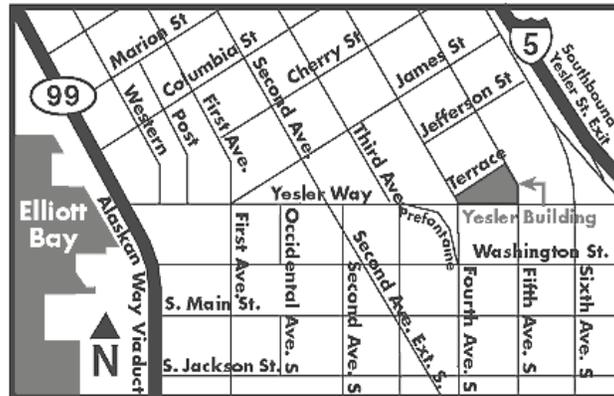
400 Yesler Way, Room 260
Seattle, WA 98104-2683

Phone: 206-296-7592

Fax: 206-296-4329

E-mail: Civil-Rights.OCR@kingcounty.gov

Web: www.kingcounty.gov/civilrights



We provide accommodations for people with disabilities upon request.

Please let us know if you need a foreign language interpreter.

July 2008



King County

Office of Civil Rights

Have You Been Treated Unfairly?

It's illegal to treat people differently because of:

Age

Ancestry

Color

Disability

Gender

Marital Status

National Origin

Parental Status

Race

Religion

Retaliation

Section 8

Sexual Orientation

OCR Handles Complaints

The King County Office of Civil Rights (OCR) receives, investigates, and resolves complaints about discrimination in:

- **Employment**
- **Housing**
- **Public Accommodations**
- **Contracting**

OCR investigations are impartial and objective.

Illegal or Not?

Some treatment may be unfair, but not illegal under the laws we enforce. If you are not sure if your situation involves illegal conduct, contact OCR to discuss the matter. Civil Rights Specialists will talk to you about the situation, and can help determine whether the civil rights laws apply.

For more information, see our brochure – “Investigation of Complaints Filed with the King County OCR: A Step by Step Guide”

Common Questions

What is OCR’s jurisdiction?

OCR can handle complaints about discrimination in unincorporated King County, and by King County government.

How Do I File a Complaint?

Contact OCR by phone, e-mail, mail or in person. An investigator will help you file a written and signed complaint.

When Can Complaints Be Filed?

For employment, contracting, and public accommodations cases, file within 180 days of the date the illegal action occurred. For housing cases, file within 365 days.

Do I Need an Attorney?

No, an attorney is not required. You can use one if you wish to get legal advice.

How Long are Investigations?

Our goal is to resolve all cases as quickly as possible. Most housing investigations are completed within 100 days. Other cases take longer to complete.

What About Retaliation?

Retaliation is illegal. You can file a retaliation complaint if someone took negative action against you because you made a complaint, testified or assisted in an investigation.

Examples of Illegal Treatment

Employment

- When an employee complained that her male co-worker made sexual advances, her complaint was ignored.
- An employee got a poor work evaluation because he requested accommodations for his disability.

Public Accommodations

- A restaurant gave poor service to diners because of their race.
- A store wouldn’t allow a man with a disability to bring his service animal inside.

Housing

- Families with children were required to rent only ground floor apartments.
- A renter who uses a wheelchair was not allowed to install a ramp or grab bars.
- Asian residents got notices for making noise, but other tenants who also made noise did not.

Contracting

- Because he is Muslim, a business owner was denied membership in a trade association that provides occupational training.