



## Office of Civil Rights

Yesler Building, 400 Yesler Way, Room 260  
Seattle, Washington 98104-2683 MS: YES-ES-0260  
206-296-7592 Voice 206-296-7596 TTY 206-296-4329 Fax  
Civil-Rights.OCR@kingcounty.gov www.kingcounty/civilrights

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## WHO'S WHO IN CIVIL RIGHTS IN KING COUNTY GOVERNMENT

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To help you find the civil rights office most appropriate to your needs, we provide this list of King County offices, commissions and committees that deal with civil rights issues.

### **Office of Civil Rights (OCR)** **Department of Executive Services**

#### **Ordinance Enforcement and Education**

OCR investigators enforce the county ordinances prohibiting discrimination in:

- fair employment, including private employment in unincorporated King County and King County as an employer
- fair housing, including housing in unincorporated King County
- public accommodations (public services such as restaurants, gas stations and markets in unincorporated King County)
- fair contracting, including private parties contracting in unincorporated King County and King County government in its own contracting.

Members of the community can file complaints alleging discrimination which are investigated and resolved by OCR, which acts as a neutral fact-finder. OCR also offers information and education about nondiscrimination laws.

#### **Disability Access and Compliance Program (Access to King County Government)**

OCR also works to ensure that members of the public who have disabilities can use county services and facilities. The Disability Compliance Specialist (who is the ADA Title II Coordinator) provides accessibility evaluation of county programs and services, offers training to county departments on disability awareness and compliance with laws, and handles ADA grievances alleging discrimination in county programs and facilities.

## **Title VI**

King County assures that no person shall on the grounds of race, color, national origin, or sex, as provided by Title VI of the Civil Rights Act of 1964 and as amended, and the Civil Right Restoration Act of 1987 (P.L. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or

activity receiving Federal financial assistance from the Washington State Department of Transportation. King County's Office of Civil Rights Title VI Coordinator is responsible for initiating and monitoring Title VI activities, preparing required reports and other King County responsibilities as required by 23 CFR 200 and 49 CFR 21.

### **To learn more about OCR enforcement, disability access, or Title VI, or to seek assistance:**

- Phone: 206-296-7592 or TTY 206-296-7596
  - E-mail: [Civil-Rights.OCR@kingcounty.gov](mailto:Civil-Rights.OCR@kingcounty.gov)
  - Web: [www.kingcounty.gov/civilrights](http://www.kingcounty.gov/civilrights)
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## **Civil Rights Commission**

The Civil Rights Commission takes a leadership role in raising community awareness and involvement on civil rights issues and advises the King County Executive and County Council on matters related to the county's civil rights programs. Its primary goal is to ensure equal opportunity for all through the effective enforcement of anti-discrimination ordinances and implementation of the county's civil rights programs. The Commission works in collaboration with a variety of interest groups including community, business, civic and religious organizations.

### **For more information about the Commission:**

- Phone: 206-296-8610 or 711 TTY
  - E-mail: [Rights.Commission@kingcounty.gov](mailto:Rights.Commission@kingcounty.gov)
  - Web: [www.kingcounty.gov/CRC](http://www.kingcounty.gov/CRC)
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## **Section 504/Americans with Disabilities Act Advisory Committee**

The 504/ADA Advisory Committee serves in an advisory capacity to the King County Executive. The Committee meets bi-monthly.

### **For more information about the 504/ADA Advisory Committee:**

- Phone: 206-296-8610 or 711 TTY
  - E-mail: [Paula.Harris-White@kingcounty.gov](mailto:Paula.Harris-White@kingcounty.gov)
  - Web: [www.kingcounty.gov/CivilRights](http://www.kingcounty.gov/CivilRights)
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## **Diversity Management Services**

### **Human Resources Division, Department of Executive Services**

DMS assists management and employees promote and implement the values of diversity, equity and productivity in the county's Executive Branch:

- Develop and coordinate the implementation of the county's Affirmative Action Plan to ensure compliance with funding application and grant requirements.
- Provide Executive policy development, consultation, technical assistance and training to prevent and address affirmative action, equal employment opportunity, sexual harassment and diversity issues at the workplace.
- Administer a consultant pool to provide on-call diversity training & facilitation, EEO investigation services, and effective cross-cultural service provision training and facilitation to departments.
- Develop and maintain an on-line Diversity Tool Box for quick and easy research access by management and employees.

#### **To learn more about the DMS office or to seek assistance:**

- Phone: 206-205-3440
  - E-mail: [Tina.Canul@kingcounty.gov](mailto:Tina.Canul@kingcounty.gov)
  - Web – Diversity Toolbox (intranet page): [ohrm.metrokc.gov/diversity/index.htm](http://ohrm.metrokc.gov/diversity/index.htm)
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## **Disability Services**

Disability Services Specialists help to arrange reasonable accommodations for qualified applicants or King County employees with disabilities. Reasonable accommodation is a change or adjustment to a job and/or the work environment which would allow a qualified person with a disability to perform the essential functions of the job. If an employee's regular job cannot be accommodated, employment placement services will be offered.

#### **To learn more about Disability Services or to seek assistance:**

- Web: [ohrm.metrokc.gov/safety/DAProgram/da.htm](http://ohrm.metrokc.gov/safety/DAProgram/da.htm) (intranet page)
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## **Employee-Based EEO/AA Advisory Committee**

The Equal Employment Opportunity/Affirmative Action Advisory Committee serves in an advisory capacity to the Executive, OHRM, and county departments to assist the county in maintaining an effective affirmative action plan and to provide a forum for employees to discuss equal employment and affirmative action issues.

#### **To learn more about the EEO/AA Advisory Committee:**

- Phone: 206-296-8610 or 711 TTY
  - E-mail: [Paula.Harris-White@kingcounty.gov](mailto:Paula.Harris-White@kingcounty.gov)
  - Web: <http://ohrm.metrokc.gov/eoo/> (intranet page)
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## **Office of Citizen Complaints – Ombudsman**

The Office of Citizen Complaints, also known as the Ombudsman's Office, manages citizen complaints concerning King County government agencies. They also investigate allegations regarding violations of the Employee Code of Ethics, and reports of improper governmental action and retaliation filed under the Whistleblower Protection Act.

The Office is an independent, non-partisan agency of the Metropolitan King County Council.

### **To learn more about the Office of Citizen Complaints or to seek assistance:**

- Phone: 206-263-9242 (voice or TTY)
- E-mail: [Ombudsman@kingcounty.gov](mailto:Ombudsman@kingcounty.gov)
- Web: [www.kingcounty.gov/operations/Ombudsman.aspx](http://www.kingcounty.gov/operations/Ombudsman.aspx)

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## **Equal Benefits to Employees With Domestic Partners**

### **Department of Executive Services, Finance and Business Operations Division**

Located in Procurement and Contract Services, the Equal Benefit program's purpose is to protect and further a more just government by requiring that public funds be expended so as to prohibit county contractors from discrimination in the provision of employee benefits between employees with spouses and employees with domestic partners.

### **To learn more about the Equal Benefits office or to seek assistance:**

- Phone: 206-263-9290 or 711 TTY
- E-mail: [dale.sirek@kingcounty.gov](mailto:dale.sirek@kingcounty.gov)
- Web: [www.kingcounty.gov/operations/procurement/Services/Equal\\_Benefits.aspx](http://www.kingcounty.gov/operations/procurement/Services/Equal_Benefits.aspx)