

Executive Summary: Health Impact Review of ESSB 5258

Preventing the sexual harassment and sexual assault of certain isolated workers (2019 Legislative Session)

Evidence indicates that ESSB 5258 has the potential to reduce sexual harassment and sexual assault among certain isolated workers, which may improve health outcomes and decrease health inequities by socioeconomic status, sex, race/ethnicity, and immigration status.

BILL INFORMATION

Sponsors: Keiser, Wellman, Saldaña, Randall, Das, Dhingra, Cleveland, Conway, Wilson, C., Darneille, Kuderer, Takko, Salomon, Hasegawa, Hunt

Summary of Bill:

- Requires every hotel, motel, retail, behavioral health, or custodial employer, or property services contractor, who employs a custodian, security guard, hotel or motel housekeeper, or room service employee who spends a majority of working hours alone or whose primary work responsibility involves working without another coworkers present, at a location that is not the employee's home to: (1) Adopt a sexual harassment policy; (2) Provide mandatory training to the managers, supervisors, and employees; (3) Provide a list of resources for the employees to use; and (4) Provide a panic button to each worker that spends most working hours alone or whose primary work responsibility involves working without another coworker present, at a location that is not the employee's home.
- Requires the director of the Department of Labor and Industries to establish, by rule, procedures for licensing property service contractors.

HEALTH IMPACT REVIEW

Summary of Findings:

This Health Impact Review found the following evidence regarding the provisions in ESSB 5258:

- **A fair amount of evidence** that adopting sexual harassment policies; providing mandatory training to managers, supervisors, and employees; and providing employees a list of resources will decrease workplace sexual harassment and sexual assault for certain isolated workers.
- **It is not well researched** whether providing a panic button to each isolated worker will decrease workplace sexual harassment and sexual assault or improve health outcomes for certain isolated workers.
- **Strong evidence** that decreasing workplace sexual harassment and sexual assault will improve health outcomes.
- **Strong evidence** that improving health outcomes will impact health inequities for certain isolated workers.

FULL REVIEW

For review methods, logic model, strength-of-evidence analyses, and citations of empirical evidence refer to the full Health Impact Review at:

<https://sboh.wa.gov/Portals/7/Doc/HealthImpactReviews/HIR-2019-15-SB5258.pdf>

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