

WASHINGTON

Provisions on older workers enacted by amendment of law against discrimination in employment and by a new section added to the chapter entitled "Violations"—Prohibited Practices", ch. 100 approved Mar. 6, 1961, effective June 8, 1961.	Between 40 and 65.	Employers of 8 or more; labor organizations; employment agencies; licensing agencies.	Family employment; domestic service; nonprofit religious or sectarian organizations.	For employer or licensing agency: Refusing to hire, employ or license; discharging; barring or terminating from employment; discriminating in promotion, compensation or in terms, conditions, or privileges of employment. For labor organization: Denying membership and full rights and privileges; expelling from membership; discriminating against any member, employer, or employee. For employment agency: Failing or refusing to classify properly, refer for employment, or otherwise discriminating. For employer, licensing agency, or employment agency: Printing or circulating any statement, advertisement, or publication, or using any application form or making any inquiry expressing limitation, specification, or discrimination. For employer, employment agency, or labor organization: Discharging, expelling, or otherwise discriminating against any person for opposing forbidden practices, filing a charge, testifying or assisting in proceedings under this law. For any person: Aiding, abetting, encouraging, or inciting commission of unfair practices; attempting to obstruct or prevent compliance with the law or orders issued thereunder. Law does not apply to bona fide occupational qualifications; termination of employment of one physically unable to perform his duties; a retirement policy or system which is not a subterfuge; varying of insurance coverage; apprenticeship programs. (Age limits may be set for certain positions on special permission. Exemptions based on physical requirements of the job may be reviewed, granted, or denied by the director of the department of industrial relations.)	State board against discrimination.	If conciliation fails, board after hearing, may issue cease-and-desist and affirmative orders enforceable in the courts.	Willful interference with performance of its duties or violation of orders is a misdemeanor.	No.
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