WAC 162-12-170   Conditions for inquiries to applicants. An em-
ployer or employment agency may ask an applicant to voluntarily state
his or her protected status for reasons stated in WAC 162-12-150 and
162-12-160 only if it has satisfied all of the following conditions:

(1) The employer shall have adopted a written equal employment
policy which authorizes the inquiries as a means of monitoring its en-
forcement, and which sets out detailed procedures for keeping the re-
sponses confidential and separate from other records relating to ap-
plicants, in fulfillment of the requirements of WAC 162-12-160(2); and

(2) The form on which the question appears contains statements
clearly informing the applicant the information is strictly voluntary,
the reasons for asking for the information, the uses to which the in-
formation will be put, and the safeguards that will prevent use of the
information by those who will process the application.

[Statutory Authority: RCW 49.60.120(3). WSR 00-01-177, § 162-12-170,
filed 12/21/99, effective 1/21/00; WSR 96-21-054, § 162-12-170, filed
10/14/96, effective 11/14/96; Order 18, § 162-12-170, filed 1/20/75;
Order 16, § 162-12-170, filed 5/22/74; Order 9, § 162-12-170, filed
9/23/71; § 162-12-170, filed 10/23/67.]