Dept of Labor & Industries
Investigations
PO Box 44277
Olympia WA 98504-4277

DISCRIMINATION COMPLAINT

		Case No. Dept use only
Claimant's Full Name	Social Security No.	Date
Present Address	Injury Claim No.	Date of Injury
City State ZIP	Claimant's Phone No.	Attorney's Phone No.

Employer		Union Name	Union Local No.
Business Name (if different)	Phone No.	Union Representative	Telephone No.
Address		Address	
City State ZIP+4		City State ZIP+4	
Type of Business		Have you filed a grievance? ☐ Yes ☐ No	What is the status of your grievance ?
Attorney		Date hired	Supervisor's name
Address		Department worked	
City State ZIP+4		Job title	

Final wage rate	Has employment been terminated? ☐ Yes, date? ☐ ☐ No	Is a safety issue involved? ☐ Yes ☐ No	Date alleged act of discrimination occurred
Have you returned to work? ☐ Yes ☐ No ☐ Full duty ☐ Light duty		Still under Doctor's care? ☐ Yes ☐ No	Anticipated release for work date

Describe how you were discriminated against:

Why did the employer take this action (in your opinion)?

Have you filed your complaint with another agency?
☐ Yes ☐ No

If so, which agency have you contacted?

I certify that the information provided herein is the truth to the best of my knowledge.

Print Name	Date	Signature

Mail completed form to: Department of Labor and Industries
INVESTIGATIONS
PO Box 44277
Olympia WA 98504-4277

Your rights are:
RCW 51.48.025 Retaliation by employer prohibited - Investigation - Remedies
(1) No employer may discharge or in any manner discriminate against any employee because such employee has filed or communicated to the employer an intent to file a claim for compensation or exercise any rights provided under this title. However, nothing in this section prevents an employer from taking any action against a worker for other reasons including, but not limited to, the worker's failure to observe health or safety standards adopted by the employer, or the frequency or nature of the worker's job-related accidents.

(2) Any employee who believes that he or she has been discharged or otherwise discriminated against by an employer in violation of this section may file a complaint with the director alleging discrimination within ninety days of the date of the alleged violation. Upon receipt of such complaint, the director shall cause an investigation to be made as the director deems appropriate. Within ninety days of the receipt of a complaint filed under this section, the director shall notify the complainant of his or her determination. If upon such investigation, it is determined that this section has been violated, the director shall bring an action in the superior court of the county in which the violation is alleged to have occurred.

(3) If the director determines that this section has not been violated, the employee may institute the action on his or her own behalf.

(4) In any action brought under this section, the superior court shall have jurisdiction, for cause shown, to restrain violations of subsection (1) of this section and to order all appropriate relief including rehiring or reinstatement of the employee with back pay.