

# WASHINGTON STATE BAR ASSOCIATION

**TO:** WSBA First Year Governors  
**FROM:** Terra Nevitt, Executive Director  
**SUBJECT:** WSBA Harassment Prevention Policy and WSBA No Retaliation Policy  
**DATE:** September 2020

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The Washington State Bar Association (WSBA) is committed to a work environment that is free for all forms of unlawful retaliation, harassment or discrimination as prohibited by state and federal laws. The WSBA is an equal opportunity employer to all persons without regard to sex, age, race color, marital status, national origin, religion, sexual orientation, veteran status, creed, political ideology, ancestry, or disability. One of our core values is to promote diversity, equity, inclusion and cultural understanding throughout the legal community.

As a volunteer on the Board of Governors and representative of the WSBA, you are under the same obligation as our staff members to uphold these values in carrying out your duties. Please review the attached policies which outline your responsibilities under our policy.