

RCW 49.76.020 Definitions. (Effective until January 1, 2026.)

The definitions in this section apply throughout this chapter unless the context clearly requires otherwise.

(1) "Child," "spouse," "parent," "parent-in-law," "grandparent," and "sick leave and other paid time off" have the same meanings as in RCW 49.12.265.

(2) "Dating relationship" has the same meaning as in RCW 7.105.010.

(3) "Department," "director," "employer," and "employee" have the same meanings as in RCW 49.12.005.

(4) "Domestic violence" has the same meaning as in RCW 7.105.010.

(5) "Family member" means any individual whose relationship to the employee can be classified as a child, spouse, parent, parent-in-law, grandparent, or person with whom the employee has a dating relationship.

(6) "Intermittent leave" is leave taken in separate blocks of time due to a single qualifying reason.

(7) "Reduced leave schedule" means a leave schedule that reduces the usual number of hours per workweek, or hours per workday, of an employee.

(8) "Sexual assault" has the same meaning as in RCW 70.125.030.

(9) "Stalking" has the same meaning as in RCW 9A.46.110. [2021 c 215 s 152; 2017 3rd sp.s. c 5 s 90; 2008 c 286 s 2.]

Effective date—2022 c 268; 2021 c 215: See note following RCW 7.105.900.

Effective date—2017 3rd sp.s. c 5 ss 90-98: See note following RCW 49.77.040.

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(5) "Family member" means any individual whose relationship to the employee can be classified as a child, spouse, parent, parent-in-law, grandparent, or person with whom the employee has a dating relationship.

(6) "Hate crime" means the commission, attempted commission, or alleged commission of an offense described in RCW 9A.36.080. "Hate crime" includes, but is not limited to, offenses that are committed through online or internet-based communication.

(7) "Intermittent leave" is leave taken in separate blocks of time due to a single qualifying reason.

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(9) "Sexual assault" has the same meaning as in RCW 70.125.030.

(10) "Stalking" has the same meaning as in RCW 9A.46.110. [2025 c 375 s 2; 2021 c 215 s 152; 2017 3rd sp.s. c 5 s 90; 2008 c 286 s 2.]

Reviser's note: The definitions in this section have been alphabetized pursuant to RCW 1.08.015(2)(k).

Effective date—2025 c 375: See note following RCW 49.76.030.

Effective date—2022 c 268; 2021 c 215: See note following RCW 7.105.900.

Effective date—2017 3rd sp.s. c 5 ss 90-98: See note following RCW 49.77.040.