

# Multiple Agency Fiscal Note Summary

<b>Bill Number:</b> 5355 S SB	<b>Title:</b> Higher education safety
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## Estimated Cash Receipts

NONE

## Estimated Operating Expenditures

Agency Name	2025-27				2027-29				2029-31			
	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total
Human Rights Commission	.0	0	0	0	.0	0	0	0	.0	0	0	0
University of Washington	7.0	1,954,872	1,954,872	1,954,872	7.0	1,954,872	1,954,872	1,954,872	7.0	1,954,872	1,954,872	1,954,872
Washington State University	8.3	2,017,874	2,017,874	2,017,874	8.3	2,017,874	2,017,874	2,017,874	8.3	2,017,874	2,017,874	2,017,874
Eastern Washington University	4.0	1,060,000	1,060,000	1,060,000	4.0	1,000,000	1,000,000	1,000,000	4.0	1,000,000	1,000,000	1,000,000
Central Washington University	4.0	939,524	939,524	939,524	4.0	931,524	931,524	931,524	4.0	931,524	931,524	931,524
The Evergreen State College	4.0	1,248,486	1,248,486	1,248,486	4.0	1,211,464	1,211,464	1,211,464	4.0	1,211,464	1,211,464	1,211,464
Western Washington University	4.5	770,868	770,868	770,868	4.5	770,868	770,868	770,868	4.5	770,868	770,868	770,868
Community and Technical College System	68.1	15,199,500	15,199,500	15,199,500	68.1	15,692,400	15,692,400	15,692,400	68.1	15,742,400	15,742,400	15,742,400
<b>Total \$</b>	<b>99.9</b>	<b>23,191,124</b>	<b>23,191,124</b>	<b>23,191,124</b>	<b>99.9</b>	<b>23,579,002</b>	<b>23,579,002</b>	<b>23,579,002</b>	<b>99.9</b>	<b>23,629,002</b>	<b>23,629,002</b>	<b>23,629,002</b>

## Estimated Capital Budget Expenditures

Agency Name	2025-27			2027-29			2029-31		
	FTEs	Bonds	Total	FTEs	Bonds	Total	FTEs	Bonds	Total
Human Rights Commission	.0	0	0	.0	0	0	.0	0	0
University of Washington	.0	0	0	.0	0	0	.0	0	0
Washington State University	.0	0	0	.0	0	0	.0	0	0
Eastern Washington University	.0	0	0	.0	0	0	.0	0	0
Central Washington University	.0	0	0	.0	0	0	.0	0	0
The Evergreen State College	.0	0	0	.0	0	0	.0	0	0
Western Washington University	.0	0	0	.0	0	0	.0	0	0
Community and Technical College System	.0	0	0	.0	0	0	.0	0	0
<b>Total \$</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>

### Estimated Capital Budget Breakout

NONE

<b>Prepared by:</b> Ramona Nabors, OFM	<b>Phone:</b> (360) 742-8948	<b>Date Published:</b> Final 2/24/2025
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# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5355 S SB	<b>Title:</b> Higher education safety	<b>Agency:</b> 120-Human Rights Commission
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## Part I: Estimates

**No Fiscal Impact**

**Estimated Cash Receipts to:**

NONE

**Estimated Operating Expenditures from:**

NONE

**Estimated Capital Budget Impact:**

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 02/19/2025
Agency Preparation: Barbara Harris	Phone: (360) 359-4950	Date: 02/20/2025
Agency Approval: Andreta Armstrong	Phone: (360) 753-2558	Date: 02/20/2025
OFM Review: Megan Tudor	Phone: (360) 890-1722	Date: 02/24/2025

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

#### Enforcement Provisions and Responsibilities:

The amendments to RCW 28B.112.040 and RCW 28B.10.147 pertain to definitions and requirements related to sexual misconduct policies and campus climate assessments within higher education institutions. These provisions mandate that institutions develop and implement comprehensive policies to prevent and address sexual misconduct, conduct regular assessments of campus climate regarding diversity, equity, and inclusion, and provide support for survivors. The responsibility for enforcing these requirements lies primarily with the institutions themselves and relevant educational oversight bodies, not with the WSHRC.

In summary, the proposed legislation aims to bolster safety and support mechanisms within higher education institutions concerning sexual misconduct. It does not modify WSHRC's enforcement statutes under RCW 49.60, nor does it impose additional enforcement responsibilities on the commission. However, WSHRC may experience indirect effects through increased public awareness and potential collaborative efforts with educational institutions.

### II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

### II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

## Part III: Expenditure Detail

### III. A - Operating Budget Expenditures

NONE

### III. B - Expenditures by Object Or Purpose

NONE

**III. C - Operating FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

### III. D - Expenditures By Program (optional)

NONE

## Part IV: Capital Budget Impact

### IV. A - Capital Budget Expenditures

NONE

**IV. B - Expenditures by Object Or Purpose**

NONE

**IV. C - Capital Budget Breakout**

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

**Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*

# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5355 S SB	<b>Title:</b> Higher education safety	<b>Agency:</b> 360-University of Washington
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## Part I: Estimates

No Fiscal Impact

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	7.0	7.0	7.0	7.0	7.0
<b>Account</b>					
General Fund-State 001-1	977,436	977,436	1,954,872	1,954,872	1,954,872
<b>Total \$</b>	<b>977,436</b>	<b>977,436</b>	<b>1,954,872</b>	<b>1,954,872</b>	<b>1,954,872</b>

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 02/19/2025
Agency Preparation: Lauren Hatchett	Phone: 2066167203	Date: 02/24/2025
Agency Approval: Michael Lantz	Phone: 2065437466	Date: 02/24/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/24/2025

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

The substitute makes the following changes to Senate Bill 5355:

- Removes the requirement, in Section 2, that there be at least 8 sessions with a mental health provider.
- Removes language from Section 2 that would require access to confidential support services.
- Amends language that had called out specific 4-year institutions' campuses and CTCs in Sections 3 (health and safety committee), 4 (training), and 6 (Title IX process) and replaced with language that makes the requirements applicable to public institutions of higher education campuses that serve over 8,000 students.
- Adds clarifying language in Section 3 for how the student health and safety committee interacts with outside organizations and entities focused on survivors of sex-based and gender-based violence and harassment.
- Adds clarifying language in Section 4 for the timeline in which new members of Greek organizations must receive in-person education.
- Moves requirements for student identification cards from Section 5 to Section 8.
- Allows for the Title IX process to exceed 180 days for good cause.

We have restructured our fiscal note to reflect these changes. The removal of the requirement, in Section 2, that there be at least 8 sessions with a mental health provider effectively removes our previous fiscal impacts described in this section. Please see our revised narrative and expenditures table.

Substitute Senate Bill 5355 intends to provide protections, resources, and accommodations for survivors of sex-based violence and harassment at institutions of higher education.

Section 2 outlines the rights students have after experiencing sex-based violence and harassment.

Section 3 requires that the University of Washington (UW), Seattle campus establish a student health and safety committee that evaluates barriers that impact survivors' ability to access services and obtain supports at institutions of higher education. This committee shall report to the legislature, annually, recommendations and collaborate with UW Seattle administrators to develop questions for student feedback on sex-based and gender-based violence and harassment to be integrated into the campus climate assessment required in RCW 28B.10.147

Section 4 requires UW Seattle to collaborate with community-based organizations to provide training and education (provided online, or by other means) to employees and students.

Section 5 prohibits institutions of higher education from proposing, requesting, or pressuring students to report sexual misconduct in a Title IX complaint, law enforcement, or in a civil court action to enter into a nondisclosure agreement related to the alleged sexual misconduct by another student or employee of the institution.

Section 6 outlines the Title IX process and mandates that UW Seattle provides an online option for students to report a Title IX violation.

Section 7 adds Sections 2 through 6 of this act to RCW 28B.112.

Section 8 amends RCW 28B.10.735 so that it requires the UW (all campuses) to include the phone number of a regional community-based organization focused on survivors of sexual assault, sexual harassment, and sex- and gender-based violence that provides 24/7 support on the back of newly issued and replaced student identification cards.

Section 9 defines "Sex-based and gender-based violence and harassment."

Section 10 amends RCW 28B.10.147 to incorporate questions developed by the student health and safety committee described in Section 3 of this bill.

As written, the UW anticipates expenditures will total \$977,436 beginning in FY26 and each year thereafter. Please see the expenditures section for a detailed, section-by-section, explanation of fiscal impact.

## II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

## II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

As mentioned in the summary section of this fiscal note, this bill intends to provide protections, resources and accommodations for survivors of sex-based violence and harassment at institutions of higher education. The definition of “survivor” is unclear to us, but we assume that this includes all students who report experiencing sex-based violence or harassment.

We also assume that the bill excludes UW Medicine hospitals and clinics from training requirements outlined in Section 4.

For the purposes of this fiscal note, we identified anticipated costs by section.

## SECTION 2

This section identifies rights for students who are survivors of sex-based violence and harassment. It should be noted that under federal law, any service or benefit provided to complainants must also be provided to respondents. Our analysis accounts for this nuance.

Under this section, students who are survivors of sex-based violence and harassment have the right to the following:

- Engage with employees who have been trained in trauma-informed care
  - A quick and timely institutional investigation process not to exceed six months from the date the investigation is initiated.
- To ensure that the UW meets the investigation and adjudication timelines established in this bill we anticipate additional staffing needs. Those specific fiscal impacts are detailed in SECTION 7.
- Mental health or counseling services, regardless of whether the student chooses to make a formal report through the campus Title IX office or to law enforcement. The institution of higher education must make a good faith effort to ensure students have access to a mental health care provider either in person or electronically.
  - Request supportive measures which may include but are not limited to academic adjustments, modified class schedules, leave of absence, increased security, etc.
  - Have court-issued no-contact and restraining orders honored and reported to university police.
  - Be made aware by a campus-based employee if the employee is a Title IX mandatory reporter.
  - Access to a no-fee attorney through an organization that serves the entire state and is focused on sexual assault.

UW students already have access to the items outlined in this section, and therefore there are no associated costs.

## SECTION 3 = \$185,905 in FY26+

This section will require UW Seattle staff time to facilitate and coordinate a student health and safety committee. UW Seattle does not currently have a committee of this nature, nor the staff. To meet the requirements of this section, we considered staff time to facilitate meetings, form relationships with local advocacy organizations, develop and implement evaluation activities, conduct analysis of data gathered, and time to format and finalize annual reports to the legislature. As a result, the Office of the Title IX Coordinator will need the following beginning in FY26 and each year thereafter:

- 0.5 FTE Program Manager (annual salary: \$90,000; benefits rate: 30.3%)



- 1.0 FTE Institutional Analyst (annual salary of \$90,000; benefits rate: 30.3%) who would also provide evaluation services in SECTION 4.
- \$10,000 for stipends for committee members and student participant incentives for additional evaluation activities

SECTION 4 = \$558,170 in FY26+

This section requires UW Seattle to collaborate with community-based organizations to provide training and education (provided online, or by other means) to employees and students.

This is interpreted as a requirement to provide an annual training opportunity to all campus-based employees. Currently, the UW provides a 60-90 minute online asynchronous course on Title IX for all new employees. The UW does not currently provide annual in-person or online education on sensitivity in interacting with survivors for existing employees. This is also interpreted as a requirement to provide education to all newly matriculated students—undergraduate, transfer, and graduate—along with student-athletes, resident advisors, students planning to pledge to a fraternity or sorority, and other student groups identified by the University. Currently, the UW meets this obligation for newly matriculated students through a 60-90 minute asynchronous online course. However, we do not currently offer or have the staffing capacity to deliver in-person training for student-athletes, resident advisors, pledging students, and other identified student groups. To meet this bill's requirements, the UW will use a combination of asynchronous online learning modules, live virtual education sessions, and in-person education sessions. To develop this educational program the Office of the Title IX Coordinator has the following staffing requirements beginning in FY26 and each year thereafter:

- 3.0 FTE Training Specialists (annual salary: \$90,000; benefits rate: 30.3%)
- 1.0 FTE Training Administrative Specialist (annual salary: \$75,000; benefits rate: 30.3%)
- 0.5 FTE Technology Analyst (annual salary: \$90,000; benefits rate: 30.3%)

The Training Specialist's responsibilities will include developing curricula for the in-person, live virtual, and online asynchronous learning modules, developing topical videos, integrating survivor perspectives, developing evaluation surveys, facilitating live and in-person sessions, post-training engagement with participants, marketing, and reporting. The Training Administrative Specialist and the Technology Analyst will manage asynchronous online and live virtual training platforms, address user inquiries, support training scheduling, track registrations, and develop compliance reports. Additionally, the Institutional Analyst mentioned in SECTION 3 will provide evaluation services for all training programs. The rationale for the above FTE considers that the UW Seattle campus has over 26,000 non-student employees and 50,000 students. The specific student populations identified for in-person training would total 4,100 students across multiple student groups and 65 Greek organizations, and in-person training is most effective when conducted in groups of 30-50 individuals.

In addition, there will be a room reservation cost of \$20,000 to provide in-person sessions for students and for employees who do not have access to computers and a cost of \$15,000 for interpretation and document translation services for employees who need the education delivered in a language other than English. There will also be a cost of \$10,000 per year for video production support. To ensure participation in educational evaluation activities there is a cost of \$5,000 for student and employee incentives. These would all be annual recurring costs beginning in FY26.

## SECTION 5

This section prohibits institutions of higher education from proposing, requesting or pressuring students to report sexual misconduct in a Title IX complaint, law enforcement, or in a civil court action to enter into a nondisclosure agreement related to the alleged sexual misconduct by another student or employee of the institution. There are no fiscal impacts anticipated with this section.

SECTION 6 = \$233,361 in FY26+

This section outlines the timeline for the Title IX process and mandates that UW Seattle provides an online option for students to report a Title IX violation. Currently, the UW provides an online reporting option for all students and employees. It requires that the Title IX Office, the Civil Rights Investigation Office, and Hearing Office staff to provide flexibility and capacity to meet the 10-day assessment timeline, the 180-day investigation/hearing timeline, and the increased communication with complainants and respondents to inform them of the inevitable extensions to the law's-imposed

timelines. To meet the requirements of this section, we estimate the following additional FTE beginning in FY26 and each year thereafter:

- External Hearing Vendor Service (annual: \$120,000 no benefits)
- 1.0 FTE for a Title IX Case Manager (annual salary: \$87,000; benefits rate 30.3%) in the Title IX Office.

The Title IX Case Manager will facilitate assessments and manage the intake of formal complaints, enabling investigators to dedicate their efforts to timely investigations in alignment with the outlined timeframes. Additionally, External Hearing Vendor Services will provide an option to outsource hearings as needed, ensuring adherence to required timelines.

This section also encourages the University to provide an online tool for students to track their investigation's progress beginning in the 2028-29 academic year. The University of Washington does not currently have an online tool that allows students to track their investigation progress. If the University implemented an external vendor product to allow students to track investigations the ongoing cost for these types of tools (e.g., Salesforce or Navex) would be approximately \$125,000 annually with a \$50,000 one-time set-up fee. A technology analyst would be required to implement the software, provide ongoing support for the platform, record UW data, respond to student questions, and staff user needs. If an online tracking tool was implemented, we estimate the following additional FTE beginning in FY28 and each year thereafter:

- 0.5 FTE Technology Analyst (annual salary: \$90,000; benefits rate: 30.3%)

Costs to implement an online tracking tool are not included in our expenditures table.

**SECTION 8**

Beginning in the 2026 fall academic term, this section requires that the UW (all campuses) include the phone number of a regional community-based organization focused on survivors of sexual assault, sexual harassment, and sex- and gender-based violence that provides 24/7 support on newly issued and replaced student identification cards. UW Husky Cards already include the number to SafeCampus, National Suicide and Crisis Hotline and Crisis Connections. An additional number can be incorporated within existing resources.

**SECTION 10**

This section outlines additional questions related to sexual assault that must be developed by the student health and safety committee as detailed in SECTION 3 to include in the campus climate assessment. There are no additional fiscal impacts anticipated with this section other than those already outlined in SECTION 3.

**Part III: Expenditure Detail**

**III. A - Operating Budget Expenditures**

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	977,436	977,436	1,954,872	1,954,872	1,954,872
<b>Total \$</b>			977,436	977,436	1,954,872	1,954,872	1,954,872

**III. B - Expenditures by Object Or Purpose**

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	7.0	7.0	7.0	7.0	7.0
A-Salaries and Wages	612,000	612,000	1,224,000	1,224,000	1,224,000
B-Employee Benefits	185,436	185,436	370,872	370,872	370,872
C-Professional Service Contracts	145,000	145,000	290,000	290,000	290,000
E-Goods and Other Services	35,000	35,000	70,000	70,000	70,000
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
<b>Total \$</b>	977,436	977,436	1,954,872	1,954,872	1,954,872

**III. C - Operating FTE Detail:** *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Institutional Analyst	90,000	1.0	1.0	1.0	1.0	1.0
Program Manager	90,000	0.5	0.5	0.5	0.5	0.5
Technology Analyst	90,000	0.5	0.5	0.5	0.5	0.5
Title IX Case Manager	87,000	1.0	1.0	1.0	1.0	1.0
Training Administrative Specialist	75,000	1.0	1.0	1.0	1.0	1.0
Training Specialist	90,000	3.0	3.0	3.0	3.0	3.0
<b>Total FTEs</b>		7.0	7.0	7.0	7.0	7.0

**III. D - Expenditures By Program (optional)**

NONE

**Part IV: Capital Budget Impact**

**IV. A - Capital Budget Expenditures**

NONE

**IV. B - Expenditures by Object Or Purpose**

NONE

**IV. C - Capital Budget Breakout**

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

**Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*

# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5355 S SB	<b>Title:</b> Higher education safety	<b>Agency:</b> 365-Washington State University
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## Part I: Estimates

**No Fiscal Impact**

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	8.3	8.3	8.3	8.3	8.3
<b>Account</b>					
General Fund-State 001-1	1,008,937	1,008,937	2,017,874	2,017,874	2,017,874
<b>Total \$</b>	1,008,937	1,008,937	2,017,874	2,017,874	2,017,874

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 02/19/2025
Agency Preparation: Christina Gregory	Phone: 5093359682	Date: 02/21/2025
Agency Approval: Christina Gregory	Phone: 5093359682	Date: 02/21/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/24/2025

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

SB 5355 relates to supporting sexual assault survivors at institutions of higher education.

Section 2, 5, 6, 8, and 10 of the bill applies to all WSU locations. WSU has assumed that includes WSU-Pullman, WSU-Vancouver, WSU-Tri-Cities, WSU-Spokane, WSU-Everett, WSU-Bremerton, WSU-Yakima, WSU-Global Campus, and WSU Research and Extension sites across the state, or students participating in domestic or foreign study opportunities. Section 3 and 4 of the bill applies to WSU Pullman only.

### II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

### II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

Section 2(1)(b) requires a quick and timely investigative process not to exceed six months from the date an investigation is initiated and have identified specific timelines for stages of that process. WSU is committed to completing its investigative processes within the time limit described in the bill. However, timelines are often impacted by good faith investigative decisions (e.g. an investigator holds a case open longer to receive a police report that will help prove the conduct or to hear from a critical witness), delays to investigative steps in order to ensure proper safety measures are first in place, limited staffing resources, disparate involvement of attorneys, and a complex hearing process dictated by the Washington State Administrative Procedures Act and federal Title IX regulations. In order to improve timely services to student survivors, WSU requires several dedicated FTEs, with recognition that WSU's services in this area are available throughout the multiple campus system, not just specific campuses:

1. One (1) Hearing Board officer (annual salary \$92,250) and one (1) Conduct Officer (annual salary \$76,875): WSU is currently reliant on our partnership with the Office of Administrative Hearing for scheduling hearings and responding to requests from parties to delay proceedings. WSU anticipates an internal, dedicated hearing board officer would result in more control over a timely hearing processes. The WSU Center for Community standards oversees the conduct process for the entire WSU campus system. Further, the addition of another conduct officer will allow for more timely resolution on cases that do not require a full conduct board (typically, less egregious complaints of harassment that would not result in expulsion).
2. One (1) Investigator (annual salary \$76,875): WSU currently has four investigators who investigate all student and employee complaints of discrimination and harassment, including sexual assault and other forms of sex and gender-based violence, throughout the entire WSU system. Staff workloads are high and the addition of two investigators would allow the university to dedicate staff to student sexual assault cases for timely investigation.
3. One (1) Conduct Advisor (annual salary \$76,875): Under Title IX, WSU is required to provide a conduct advisor to both complainants and respondents. Due to a limited pool and a need to ensure conduct advisors are conflict free for matters throughout the entire WSU system, WSU identified that a dedicated conduct advisor position would best reduce conflicts and ensure student survivors have consistent and well-trained access to an advisor throughout the hearing process.
4. One quarter (.25) supervisory dedicated FTE/salary for increases in administrative organizational advanced responsibility to supervise additional FTE and/or FTE for multiple supervisors overseeing conduct advisors, investigative staff, and conduct officers.

Section 2(1)(c) requires a good faith effort to ensure students have access to a mental health provider either in person or electronically. WSU provides counseling services at many locations where students are present throughout the WSU

system, but not all. Counselors are primarily available at WSU Pullman. Where services are provided, the services differ based on campus size and resources. WSU would be required to add two (2) counselors (annual salary \$92,000) to meet additional need throughout the WSU system. WSU recognizes that counseling services are limited at some locations, and/or availability is impacted given increases in the need for mental health services for student populations for health concerns beyond the needs experienced by sexual assault survivors. Further, WSU has equity requirements under Title IX that impact provision of services and a need to consider conflicts of interest. Further, WSU estimates an additional yearly cost of approximately \$10,400 to support healthcare administration, software, new staff IT equipment, and privacy support.

Section 2(1)(d) requires facilitation of supportive measures. WSU's Title IX staff arrange accommodations for students and staff who have discrimination concerns; participation in a formal grievance procedure is not required to receive accommodations. WSU identifies a need for a 1.0 FTE Case Manager position (annual salary \$71,750) to ensure support is more broadly provided and readily available to those who choose to participate in campus grievance processes, to assist with technical support for accommodations system-wide, to manage conflicts in our obligations to provide support to complainants and respondents under Title IX regulations, and to facilitate training on accommodation requirements and responsibilities to campus faculty (in particular as it relates to intellectual property concerns held by faculty in opposition to recorded lectures).

Section 3 requires the establishment of a student health and safety committee that involves representatives from various campus groups to examine and evaluate barriers that impact survivors, make recommendations to better processes, and annually report to the state legislature. WSU currently has a number of committees that work on student safety and sexual assault issues, but their focus is not as described in this section. WSU facilitates: (1) a Student Feedback Committee to request yearly feedback on processes from students, (2) a Case Collaboration meeting between Title IX staff, conduct staff, and student care case managers to consider options to best support students, and (3) a victim advocacy agency led coordinated community response team to ensure university staff, victim advocates, district attorneys, hospital personnel, and police can consider challenges/barriers to victims in the Pullman, WA, community. WSU further convenes committees which includes employee and student representatives each time changes are proposed to university policy impacting sexual assault survivors. WSU will be required to add one (1) Trainer/Coordinator position (\$76,875), identified to provide training service required in Section 4, to also facilitate committees, evaluate information, develop and facilitate climate assessments, and draft/submit annual reports to the state legislature.

1. Section 4(1)(a) and 4(3)(a)-(b) requires all WSU-Pullman staff to receive some training, in collaboration with community-based organization focused on survivors of sexual assault, with certain employees receiving additional trauma-informed training. Training requirements differ based on their role at the institution.

2. Section 4(1)(b) requires, beginning fall 2026 academic term, collaboration with a community-based organization focused on survivors of sexual assault, sexual harassment, and sex-based violence to provide student training at WSU Pullman at the beginning of each academic term and additional trainings throughout the academic year for all newly matriculated students (including transfer and graduate students), student athletes, resident advisors, students with membership in social fraternities or sororities, or other student groups, if needed. In person training is required for some student populations. WSU provides ongoing training to Title IX personnel, including training required under Title IX Regulations. However, the scope or focus of that training is dependent on specific roles. Additionally, WSU provides numerous on-demand online modules, training at request, and scheduled training to employees and students. However, although the WSU employee one hour 'discrimination and harassment prevention' training is required annually for all employees (and available through an online module), this training is focused more broadly on civil rights protections, reporting options, and resources, not the specific items covered by this bill. WSU does not currently require all students to receive training commiserate with the bill requirements. WSU will be required to hire one (1) trainer/coordinators (annual salary \$76,875) to provide in-person or electronic training on campus for students and staff focused on reporting, resources, confidential advocates, and gender-based violence dynamics, as well as providing trauma informed training to university personnel. In order to ensure live training opportunities, WSU needs dedicated FTE support to move away from available on-line modules and ensure mandatory training is available to all student and employee populations. Further, WSU estimates \$13,000 yearly to purchase training materials/handouts/communication tools for students and/or to host speakers (including sexual assault survivors).

WSU estimates an additional \$24,585 per year to cover travel and professional development opportunities for the FTEs identified (covers 8.25 FTEs with approximately \$2980/year each). WSU estimates a yearly \$41,596 budget to cover IT cost (hardware/software), and additional administrative costs and overhead for the numerous new FTEs. This works out to approximately \$5042 per each of 8.25 new employees.

WSU anticipates zero costs for the below items:

1. Section 2(1)(f) requires universities to honor no contact and restraining orders and have such orders reported to university police and security services. WSU already engages in this process.
2. Section 2(1)(g) requires access to a no-fee attorney organization. WSU understands this to mean a referral to Northwest Justice Project or the Sexual Violence Law Center, which are already funded by the state.
3. Section 5 requires beginning in the 2027 fall academic term the phone number of a regional community-based organization focused on survivors of sexual assault, sexual harassment, and sex-based and gender-based violence that provides 24/7 support be listed on the back of each student identification card. WSU currently provides a list of resources on student identification cards and would add the selected organization.

### Part III: Expenditure Detail

#### III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	1,008,937	1,008,937	2,017,874	2,017,874	2,017,874
<b>Total \$</b>			1,008,937	1,008,937	2,017,874	2,017,874	2,017,874

#### III. B - Expenditures by Object Or Purpose

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	8.3	8.3	8.3	8.3	8.3
A-Salaries and Wages	680,500	680,500	1,361,000	1,361,000	1,361,000
B-Employee Benefits	238,856	238,856	477,712	477,712	477,712
C-Professional Service Contracts					
E-Goods and Other Services	64,996	64,996	129,992	129,992	129,992
G-Travel	24,585	24,585	49,170	49,170	49,170
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
<b>Total \$</b>	1,008,937	1,008,937	2,017,874	2,017,874	2,017,874

#### III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Case Manager	71,750	1.0	1.0	1.0	1.0	1.0
Conduct Advisor	76,875	1.0	1.0	1.0	1.0	1.0
Conduct Officer	76,875	1.0	1.0	1.0	1.0	1.0
Counselor	92,000	2.0	2.0	2.0	2.0	2.0
Hearing Board Officer	92,250	1.0	1.0	1.0	1.0	1.0
Investigator	76,875	1.0	1.0	1.0	1.0	1.0
Supervisory Pns or FTE's Salary increases for add	100,000	0.3	0.3	0.3	0.3	0.3
Trainer/Coordinator	76,875	1.0	1.0	1.0	1.0	1.0
<b>Total FTEs</b>		8.3	8.3	8.3	8.3	8.3

**III. D - Expenditures By Program (optional)**

NONE

**Part IV: Capital Budget Impact**

**IV. A - Capital Budget Expenditures**

NONE

**IV. B - Expenditures by Object Or Purpose**

NONE

**IV. C - Capital Budget Breakout**

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

**Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*



# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5355 S SB	<b>Title:</b> Higher education safety	<b>Agency:</b> 370-Eastern Washington University
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## Part I: Estimates

**No Fiscal Impact**

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	4.0	4.0	4.0	4.0	4.0
<b>Account</b>					
General Fund-State 001-1	560,000	500,000	1,060,000	1,000,000	1,000,000
<b>Total \$</b>	560,000	500,000	1,060,000	1,000,000	1,000,000

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 02/19/2025
Agency Preparation: Tammy Felicijan	Phone: (509) 359-7364	Date: 02/24/2025
Agency Approval: Tammy Felicijan	Phone: (509) 359-7364	Date: 02/24/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/24/2025

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

Sections in SSB 5355 with amendments impacting EWU are as follows. Compliance with these sections will require significant resources for staffing as well as infrastructure that EWU currently does not have.

The provisions of section 2(1)(a-h) provide students of institutions of higher education who are survivors of sex-based violence and harassment rights to support services:

(a) engagement with institutional staff trained in trauma-informed care throughout the disclosure process. Title IX staff who may interact with a survivor must receive at least three hours of training on relationship violence, abuse dynamics, impacts of trauma on the body, and other forms of violence, to be provided by the institution.

(b) an institutional investigation process not to exceed six months

(c) on campus or offsite mental health or counseling services.

(d) Request supportive measures. Supportive measures must be non-disciplinary, nonpunitive individualized services and must be offered as appropriate, as reasonably available, and without fee or charge, regardless of whether a formal complaint has been filed.

The requirement of victim advocates has been removed.

Supportive measures may include, but are not limited to:

- (i) Counseling and other medical assistance;
- (ii) Extensions of deadlines or other academic adjustments;
- (iii) Modifications of on-campus work or class schedules;
- (iv) Leaves of absence;
- (v) Increased security or monitoring of certain areas of campus; and
- (vi) Directives prohibiting the parties from contacting one another in housing or work situations;

(e) Have court-issued no-contact and restraining orders honored and reported to university police and security services by a trained employee, such as a campus-affiliated advocate when requested to do so by the survivor;

(f) Be made aware by a campus-based employee if the employee is a Title IX required reporter and to which office the employee will share the information provided by the survivor; and

(g) Access to a no-fee attorney through an organization that serves the entire state and is focused on sexual assault.

### II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

### II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

Mandatory 3- hour training for anyone who may interact with a survivor and Title IX processes that do not exceed 6 months:

1 Dedicated Title IX investigator - \$140,000 ongoing

1 Program Coordinator - \$90,000 ongoing

2 Professional Counselors - \$190,000 ongoing

Stipends to serve on Title IX student Health and Safety Committee - \$30,000 ongoing

Licensing with Get Inclusive/Vector Solutions for online training - \$20,000 ongoing

Software for communication with survivors, \$60,000 one-time costs  
 Training and expenses - \$30,000 ongoing

**Part III: Expenditure Detail**

**III. A - Operating Budget Expenditures**

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	560,000	500,000	1,060,000	1,000,000	1,000,000
<b>Total \$</b>			560,000	500,000	1,060,000	1,000,000	1,000,000

**III. B - Expenditures by Object Or Purpose**

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	4.0	4.0	4.0	4.0	4.0
A-Salaries and Wages	315,000	315,000	630,000	630,000	630,000
B-Employee Benefits	105,000	105,000	210,000	210,000	210,000
C-Professional Service Contracts	140,000	80,000	220,000	160,000	160,000
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
<b>Total \$</b>	560,000	500,000	1,060,000	1,000,000	1,000,000

**III. C - Operating FTE Detail:** *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Professional Counselor	142,500	2.0	2.0	2.0	2.0	2.0
Program Coordinator	67,500	1.0	1.0	1.0	1.0	1.0
Title IX Investigator	105,000	1.0	1.0	1.0	1.0	1.0
<b>Total FTEs</b>		4.0	4.0	4.0	4.0	4.0

**III. D - Expenditures By Program (optional)**

NONE

**Part IV: Capital Budget Impact**

**IV. A - Capital Budget Expenditures**

NONE

**IV. B - Expenditures by Object Or Purpose**

NONE

**IV. C - Capital Budget Breakout**

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

**Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*

# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5355 S SB	<b>Title:</b> Higher education safety	<b>Agency:</b> 375-Central Washington University
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## Part I: Estimates

**No Fiscal Impact**

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	4.0	4.0	4.0	4.0	4.0
<b>Account</b>					
General Fund-State 001-1	473,762	465,762	939,524	931,524	931,524
<b>Total \$</b>	473,762	465,762	939,524	931,524	931,524

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 02/19/2025
Agency Preparation: Alexa Orcutt	Phone: 5099632955	Date: 02/24/2025
Agency Approval: Lisa Plesha	Phone: (509) 963-1233	Date: 02/24/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/24/2025

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

Section 2: (1)(a) Adjusts language to state that IHE's need to clearly list on their website the campus-based employee roles trained in trauma-informed care that are responsible for responding to survivor disclosures as part of their job duties. (c) Takes out the eight visit requirement that was in the original 5355 SB. Subsection (d) from 5355 SB is taken out regarding access to confidential support services.

Section 3: (1) Modifies the wording that listed specific IHE's and replaces it with IHEs as defined in 28B.10.016. As well as adjusting wording from collaborate with outside organizations, relating to the student health and safety committee, to inviting them to participate in the process.

Section 4: (1) Modifies the wording that listed specific IHE's and replaces it with IHEs as defined in 28B.10.016. (4)(d) Adjusts language to say those who become members of a social fraternity/sorority instead of those planning to pledge.

Section 5 from 5355 SSB is moved to section 8(1)(c) regarding the phone number on the back of the identification card and sections are re-ordered.

Section 6: Takes out language regarding the specific maximum 180 business day Title IX process requirement and replaces it with "unless there is good cause". (4) Modifies the wording that listed specific IHE's and replaces it with IHEs as defined in 28B.10.016.

Section 8 (Amending RCW 28B.10.735 and 2020 c 39 s 3): (1) Strikes language. Inserts (c) regarding the phone number for a regional community-based organization focused on survivors that provides 24/7 support. (2)(b) The phone numbers added to the student identification cards apply to cards being issued for the first time or issued to replace a damaged/lost ID card.

Original summary of 5355 SB:

Section 1 (New): The legislature intends to provide survivors of traumatic sex-based and gender-based violence and harassment at postsecondary institutions with certain protections, resources and accommodations.

Section 2 (New): (1) Describes the rights of a student at a WA IHE who is a survivor of sex-based violence and harassment. These rights include: (a) talking to employees with trauma-informed care training; (b) timely institution investigation process; (c) counseling services; (d) confidential support services; (e) supportive measures; (f) honoring court-issued no-contact and restraining orders; (g) be made aware if an employee is a Title IX reporter; and (h) access to a no-fee attorney through an organization that serves the entire state and is focused on sexual assault. (2) Defines institutions of higher education.

Section 3 (New): Specific IHEs listed will need to establish or expand an existing committee to include a student health and safety committee. The committee need to include representatives from various groups, such as admissions, counseling, health care, violence prevention, health promotion, students, campus-affiliated advocates, and faculty and other academic personnel. (2) The student health and safety committee will: (a) evaluate existing supportive measures; (b) form relationships with local advocacy organizations; (c) and assess and make recommendations regarding staffing models of campus-affiliated advocates. (3) The committee will report its recommendations yearly. (4) The specifically listed IHEs (i.e. CWU) will work with the committee to develop questions for student feedback and the ability to access services for the campus climate assessment.

Section 4 (New): (1) Starting the 2026 fall academic term, the IHEs will work with a community-based organization that focus on survivors of sexual assault and harassment, and sex-based violence. This collaboration is to provide: (a) employee

specific training; and sex-based and gender-based violence and harassment education to students specified in subsection (4).

(2) Institutions must make a good-faith effort to include sexual assault survivors' perspectives in the training and education required under (1). (3) Describes who the training required in (1)(a) must be provided to. (4) Describes who the education required in (1)(b) must be provided to.

Section 5 (New): Beginning the 2027 fall academic term each state university, regional university and state college must include the phone number of community-based organization focused on survivors that provides 24/7 support on the back of each student's identification card.

Section 6 (New): Postsecondary education institutions can't request/pressure a student reporting sexual misconduct in a complaint filed with the institution under Title IX or elsewhere to enter into a nondisclosure agreement.

Section 7 (New): Prohibits the Title IX process from exceeding 180 business days from the date a report is made unless there are certain circumstances. The timeline for each step of the Title IX process is:

(a) student must receive information on available resources;

(b) initial assessment must be completed within 10 business days;

(c) investigation must be completed within 120 days of the initial report or disclosure; and

(d) if a sanction is issued it must be determined and administered within 10 days of the final decision.

(2) If the process will take longer than 180 business days due to extenuating circumstances, the IHE will provide a written explanation to the student. (3) Students must be kept informed. (4) Beginning the 2028-29 AY, the specifically list IHEs (i.e. CWU) will provide an option online for students to report a Title IX violation.

Section 8 (New): Sections 2-7 of this act are added to chapter 28B.112 RCW.

Section 9 (Amending RCW 28B.112.040 and 2023 c 79 s 2): Strikes verbiage and inserts "chapter". Inserts (3), defining campus-affiliated advocate. Adjusts subsection numbering. Adds (8), which defines sex-based and gender-based violence and harassment. (10) Strikes the words, "postsecondary educational".

Section 10 (Amending RCW 28B.10.147 and 2021 c 275 s 3): (2) Strikes "may also" on line 3, page 11, and inserts "must". Also, adds additional verbiage stating, questions related to sexual assault must include those developed by the committee on the ability to access services required in section 3(3).

## **II. B - Cash receipts Impact**

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

## **II. C - Expenditures**

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

The proposed SSB 5355 represents significant costs to comply.

Section 2 (1) (a-g) outlines the requirements of institutions of higher education to provide to survivors of sex-based violence and harassment. Central Washington University has services and mechanisms that currently meet some of the requirements of this bill. Areas where funding would be needed to comply, are outlined below:

(a) CWU would utilize an online training program (SUNY and ATIXA) to meet the requirements of Section 2(1)(a) for trauma-informed training of Title IX staff at an annual cost of \$10,800.

(b) To ensure compliance with a quick and timely investigation not lasting longer than 6 months, and to meet the necessary

timelines listed in Section 7, CWU would need the effort of 2 Civil Rights Investigators and 1 Deputy Title IX Coordinator at an annual cost of \$362,292 (2 FTE Civil Rights Investigators: Annual Salary of \$87,200 \* 2 + 33% Benefits Rate = \$231,952 and 1 FTE Deputy Title IX Coordinator: Annual Salary of \$98,000 + 33% Benefits Rate = \$130,340). To maintain Title IX Compliance in providing equitable services, CWU would need to hire a support person at 1 FTE with an estimated cost of \$65,170/year. This position would provide equitable services to the respondents required under Title IX. (Respondent Advisor position: Annual Salary of \$49,000 + benefits of 33% = \$65,170). CWU has also established a Conduct Council Board, made up of volunteers, which will ensure we have an adequate number of hearing panel members and advisors for complainants and respondents. A large pool of volunteers will help ensure that we have sufficient resources to draw from.

(c) Adjusts language to state IHE's need to make a good faith effort to ensure students have access to a mental health provider.

Section 3 – CWU has established a Culture of Respect Council that would meet the requirements of this section. CWU has included \$5,000 for the purpose of providing stipends for volunteers who agree to serve on this council and participate in hearings and/or serve as advisors and \$4,000 for training/supplies for the council.

Section 4 – For the Office of Health Promotion to develop and promote the required trainings for employees and students identified in the language regarding bystander intervention, access to support services, affirmative consent, how to support survivors as a peer and other items listed under (1)(b), it would cost approximately \$5,500.

Section 6 – Outlines a timeline for which the Title IX staff must comply in their investigation and reporting. To comply with the requirement to provide an online tool for victims to track the progress of their investigation CWU would consider purchasing the Maxient software at a cost of \$8,000/year plus a one-time \$8,000 implementation fee.

Section 8 - The cost of adding a 24/7 support phone number on identification card is negligible, and we're intending to move to mobile credentials by 2027.

For overall improved marketing and visibility of the Culture of Respect Campaign, \$5,000/year of support would be needed

In total the estimated costs to comply with this legislation would be as follows:

- Staffing costs (salaries/benefits) - \$427,462
- Volunteer Stipends - \$5,000
- Software & Training - \$29,800 initially, and then \$21,800 yearly
- Supplies - \$4,000
- Marketing/Visibility - \$7,500
- Total costs - \$473,762 in the initial year, and then \$465,762 in each subsequent year.

### Part III: Expenditure Detail

#### III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	473,762	465,762	939,524	931,524	931,524
<b>Total \$</b>			473,762	465,762	939,524	931,524	931,524



**III. B - Expenditures by Object Or Purpose**

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	4.0	4.0	4.0	4.0	4.0
A-Salaries and Wages	326,400	326,400	652,800	652,800	652,800
B-Employee Benefits	106,062	106,062	212,124	212,124	212,124
C-Professional Service Contracts	26,800	18,800	45,600	37,600	37,600
E-Goods and Other Services	14,500	14,500	29,000	29,000	29,000
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
<b>Total \$</b>	473,762	465,762	939,524	931,524	931,524

**III. C - Operating FTE Detail:** *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Civil Rights Investigator	87,200	2.0	2.0	2.0	2.0	2.0
Deputy Title IX Coordinator	98,000	1.0	1.0	1.0	1.0	1.0
Respondent Support Position	49,000	1.0	1.0	1.0	1.0	1.0
<b>Total FTEs</b>		4.0	4.0	4.0	4.0	4.0

**III. D - Expenditures By Program (optional)**

NONE

**Part IV: Capital Budget Impact**

**IV. A - Capital Budget Expenditures**

NONE

**IV. B - Expenditures by Object Or Purpose**

NONE

**IV. C - Capital Budget Breakout**

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

**Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*

# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5355 S SB	<b>Title:</b> Higher education safety	<b>Agency:</b> 376-The Evergreen State College
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## Part I: Estimates

**No Fiscal Impact**

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	4.0	4.0	4.0	4.0	4.0
<b>Account</b>					
General Fund-State 001-1	642,754	605,732	1,248,486	1,211,464	1,211,464
<b>Total \$</b>	642,754	605,732	1,248,486	1,211,464	1,211,464

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 02/19/2025
Agency Preparation: Daniel Ralph	Phone: 360-867-6500	Date: 02/24/2025
Agency Approval: Lisa Dawn-Fisher	Phone: 564-233-1577	Date: 02/24/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/24/2025

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

S SB 5355 relates to improving safety at institutions of higher education while supporting student survivors of sexual assault.

Section 4.1 revises the definition of which schools would be affected by section 4 so that it no longer includes several institutions, including Evergreen.

Section 6 no longer contains the requirement in the former section 7 stating that the Title IX process may not exceed 180 business days from the date a decision is made to proceed with an investigation unless extenuating circumstances exist.

Section 8.2(b) states that the required information is to be added to student, staff and identification cards, originally described in section 5 below, will be included when the cards are initially issued, or when they are replaced due to damage or loss.

\*\*\*\*\*

PS SB 5355 relates to improving safety at institutions of higher education while supporting sexual assault survivors.

This revised bill removes subsection 2.1(d) from the list of subsections below. All subsequent subsections under Section 2.1 are moved upwards by one letter in the nomenclature of that section.

Since the other requirements of the bill continue to create the need for confidential advocates, the removal of section 2.1(d) does not change the college's assessment of fiscal impact.

\*\*\*\*\*

SB 5355 relates to improving safety at institutions of higher education while supporting sexual assault survivors.

Section 2.1 states that students who are survivors of sexual assault, sexual harassment, and gender-based violence have a right to:

Section 2.1(a) engage with staff who have been trained in trauma-informed care. These staff must be listed on the institutional website in any easily accessible place. Title IX staff must receive at least three hours of training on relationship violence, abuse dynamics, impacts of trauma on the body, and other forms of violence. The training must be provided by the institution of higher education.

Section 2.1(b) a quick and timely institutional investigation process not to exceed six months;

Section 2.1(c) mental health or counseling services, regardless of whether a student decides to file a formal complaint. The institution shall make a good faith effort to provide access to no less than eight visits with the same provider.

Section 2.1(d) access to confidential support services, including a confidential advocate who must be made available within two days; 24/7 access to transportation services to nurse examiners and forensic medical services on campus or at a medical facility. Survivors must have the option to be accompanied by a confidential advocate trained in trauma-informed care. Peer advocates must be trained in trauma-informed care and have 40 hours of basic advocacy training provided by the institution.

in person or live electronic education for reporting sexual assault. Education must be provided at the beginning of each

academic term.

Section 2.1(e) request supportive measures. Measure must be nondisciplinary, nonpunitive individualized services and must be offered as appropriate, as reasonably available, and without fee or charge, whether a formal complaint has been filed or not. Supportive measures must aim to restore or preserve a student's access to the institution of higher education's programs and activities without unreasonably burdening the other party, and to provide support during the informal resolution or formal complaint processes, as determined through an interactive process between the campus Title IX office, the student, and relevant employees, such as faculty, when an academic adjustment is requested. No information about the survivor's experience may be shared in the course of facilitating supportive measures with relevant employees or other third parties, unless specifically requested by the survivor. Supportive measures may include, but are not limited to:

Section 2.1(e)(i) Counseling and other medical assistance;

Section 2.1(e)(ii) Extensions of deadlines or other academic adjustments;

Section 2.1(e)(iii) Modifications of on-campus work or class schedules;

Section 2.1(e)(iv) Leaves of absence;

Section 2.1(e)(v) Increased security or monitoring of certain areas of campus;

Section 2.1(e)(vi) Directives prohibiting the parties from contacting one another in housing or work situations.

Section 2.1(f) have court-issued restraining orders honored and reported to university police.

Section 2.1(g) be made aware by an employee if that employee is a Title IX mandatory reporter and to which office the employee will be reporting the information.

Section 2.1(h) access to a no-fee attorney through an organization that serves the entire state and is focused on sexual assault.

Section 3.1 lists institutions and establishes a criteria for institutions that must establish a student health and safety committee to do various kinds of work in support of the intent of this bill. Evergreen would not meet the criteria as listed in the bill. Section 3.4 reiterates the criteria which Evergreen does not meet.

Section 4 lists institutions that must collaborate with a community-based organization focused on issues of sexual assault to provide a series of trainings and services. Evergreen does not meet the criteria set forth in this section.

Section 5 states that beginning in fall 2027, the college must include the phone number of a regional community-based organization focused on survivors of sexual assault, sexual harassment, and sex-based and gender-based violence that provides 24/7 support on the back of each student's identification card.

Section 7.1 states that the Title IX process may not exceed 180 days from the date a report is made. The timeline for each step of the process is as follows:

Section 7.1(a) A student must receive information on available resources within two business days of making a report;

Section 7.1(b) The initial assessment must be completed within 10 business days;

Section 7.1(c) must be completed within 120 days; this includes the final decision and subsequent hearings;

Section 7.1(d) if a sanction is issued it must be determined and administered within ten business days of the final decision.

Section 7.2 states that if the process will take longer than 180 business days due to extenuating circumstances, the institution of higher education must provide a written explanation to the student, including the reason for the delay and when the process is expected to be completed.

Section 7.3 states that students must be kept informed of the status of the process throughout the process.

Section 9.4(8)(a-i) revises the list of behaviors considered to be sex-based and gender-based violence and harassment.

Section 10.2 states that campus climate assessments must include questions developed by the institutions' student health and safety committee on sex-based and gender-based violence and harassment and student's ability to access the services described under section 3. However, the college does not meet the requirements for establishing such a committee in section 3.

**II. B - Cash receipts Impact**

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

**II. C - Expenditures**

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

Evergreen's cost estimate for 5355 is reduced by \$25,000 due to the revision to Section 5, which will no longer require the replacement of all student, faculty and staff identification cards. With this new language, existing cards will only need to be replaced when they are lost or damaged, etc. The Goods and Services line for FY 26 is therefore reduced to \$76,009. All other lines on the expenditures by object chart remain the same, and the G & S lines for successive years also remain the same, since the cost of replacing all cards was expected to be incurred in FY 26.

\*\*\*\*\*

This cost estimate is based on a caseload of approximately 40 Title IX/Sexual Misconduct/Sexual Harassment cases each year. Each case can take from 10 days to 1 year, depending on the complexity of the case, the cooperation of all parties, and any additional circumstances. We estimate an increase in cases if this bill were to pass, as it would create a more student supportive, more resource driven process that would be seen in a positive light to our students.

Additional consideration is that this bill does not only speak to cases, but also support prior to or regardless of a case moving forward. Confidential Advocates (including peer advocates) can expect to see upwards of 100+ students each year on an annual basis, with multiple meetings each.

Note that this estimate reflects Evergreen's unique staffing set-up that typically involves one person completing several roles within the sexual misconduct process. The specifications of the bill would require us to hire additional resources.

**COST BREAKDOWN FROM BILL**

Section 2 (1)(a): Engage with employees who have been trained in trauma-informed care.

A. The language is interpreted to mean anyone who the student engages with at the Institution, which for Evergreen would be all faculty and staff. Thus, all faculty and staff members need to be trained in trauma-informed care.

B. Cost of \$25,000 estimate for training and materials annually.

Section 2 (1)(a): Institutions of higher education must clearly list on their website the campus-based employees trained in trauma-informed care.

A. Trained staff will need to be listed on the Title IX webpage, which will be timely and include a need for energy and

person-power to complete.

B. Cost estimate is about 10 hours every quarter for one staff person.

(1)b: A quick and timely institutional investigation process not to exceed six months from the date an investigation is initiated.

A. There are several roles that will need to be fulfilled in order to meet this requirement: an investigator, support person, hearing board chair, and appellate officer in addition to the already established Title IX Coordinator. These positions will need to be trained on an annual basis. The Hearing Board Chair and Appellate Officer has the ability to have additional roles at the institution but would still need training. Support Persons/Advisors and Investigators can be considered a full-time position.

Section 2 (1)(c): Mental health or counseling services, on campus or off-site, regardless of whether the student chooses to make a formal report through Title IX or to law enforcement. The institution of higher education must make a good faith effort to ensure students have access to no less than eight visits with the same mental health provider either in person or electronically via telehealth.

A. There would be a need to add an additional counselor at Evergreen's counseling center for this requirement. 8 visits from a specially trained therapist, who also has the ability to see respondents, is a specialized interest in counseling and social work. And, creating an MOU with a community resource is not a guarantee for availability.

Section 2 (1)(d) A campus-affiliated advocate trained in trauma-informed care... must be available within two business days of a report being made. Peer advocates must be trained in trauma-informed care consistent with current standards for initial and continuing education training of domestic violence program staff.

A. Evergreen would need to hire an additional staff member to serve as a confidential advocate; additional costs would include recruiting, training, and managing peer advocates and support groups.

C. Cost estimates include costs for programming materials, publications and space reservations at \$5,000 annually.

Section 2 (1)(h) Access to a no-fee attorney through an organization that serves the entire state and is focused on sexual assault.

A. To our knowledge, such a service does not exist. The best option would be to have an MOU with a current attorney's office to provide services to students.

B. Estimate for cost (retainer) for attorney would be approximately \$50,000 for the year, depending on the student's use of the attorney. Attorneys cost approximately \$100-\$400 an hour, which could give each student approximately 30 hours with each attorney.

C. Note that current Title IX standards would require us to also offer this to the Respondent.

Section 5: Beginning in the 2027 fall academic term must include the phone number of a regional community based organization focused on survivors of sexual assault that provides 24/7 support on the back of each student's identification card.

A. Students will need ID cards re-printed, with another line added. Reprinting will cost \$10 a card.

B. With an estimate of 3,000 students enrolled, the first-time cost of this requirement would be \$30,000. No additional cost after the first year would be accrued.

C. Stipend will be provided to SafePlace Olympia or other community organization annually to serve as official partner of Evergreen. Suggested amount \$10,000 annually.

Section 10 (1)(a) Institutions of higher education shall each conduct a campus climate survey assessment to understand the current state of diversity. (2) The campus climate assessment must include, at a minimum, an evaluation of student and employee attitudes and awareness of campus diversity, equity, and inclusion issues. The campus climate assessment must include questions evaluating the prevalence of discrimination, sexual assault, harassment and retaliation...

A. The Social Justice Center at Evergreen currently implements a campus climate survey that can be added onto, for a specific price.

B. Estimated \$25,000 one-time fee and \$5,000 afterwards to create custom questions on the surveys related to sexual harassment.

Section 10 (3) Institutions of higher education must, at minimum, conduct annual listening and feedback sessions for diversity, equity, and inclusion for the entire campus community during periods between campus climate assessments. Institutions of higher education must, to the maximum extent practicable, compensate students for their participation in the annual listening and feedback session.

- A. Listening sessions should include Book Store gift cards (\$10) and snacks as compensation.
- B. Best practice is to have more than one listening session, in order to reach a wider variety of students.
- C. Cost of snacks through Aramark, with beverages, cookies, fruit and trail mix is \$410 for each session. 20 individuals attending would be \$200 in gift cards, with the total amount per listening session at \$610.
- D. Recommend three listening sessions annually, so total cost would be \$1830.

**Part III: Expenditure Detail**

**III. A - Operating Budget Expenditures**

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	642,754	605,732	1,248,486	1,211,464	1,211,464
<b>Total \$</b>			642,754	605,732	1,248,486	1,211,464	1,211,464

**III. B - Expenditures by Object Or Purpose**

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	4.0	4.0	4.0	4.0	4.0
A-Salaries and Wages	234,012	234,012	468,024	468,024	468,024
B-Employee Benefits	90,903	90,903	181,806	181,806	181,806
C-Professional Service Contracts	241,830	226,830	468,660	453,660	453,660
E-Goods and Other Services	76,009	53,987	129,996	107,974	107,974
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
<b>Total \$</b>	642,754	605,732	1,248,486	1,211,464	1,211,464

**III. C - Operating FTE Detail:** *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Confidential Advocate, Range 9, Step 8	71,040	1.0	1.0	1.0	1.0	1.0
Counselor for Survivor Support, Range 9, Step 2	67,740	1.0	1.0	1.0	1.0	1.0
Supervisor Support, Range 5, Step 6	47,616	2.0	2.0	2.0	2.0	2.0
<b>Total FTEs</b>		4.0	4.0	4.0	4.0	4.0

**III. D - Expenditures By Program (optional)**

NONE

**Part IV: Capital Budget Impact**

**IV. A - Capital Budget Expenditures**

NONE

**IV. B - Expenditures by Object Or Purpose**

NONE

**IV. C - Capital Budget Breakout**

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

**Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*



# Individual State Agency Fiscal Note

Revised

<b>Bill Number:</b> 5355 S SB	<b>Title:</b> Higher education safety	<b>Agency:</b> 380-Western Washington University
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## Part I: Estimates

No Fiscal Impact

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	4.5	4.5	4.5	4.5	4.5
<b>Account</b>					
General Fund-State 001-1	385,434	385,434	770,868	770,868	770,868
<b>Total \$</b>	385,434	385,434	770,868	770,868	770,868

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 02/19/2025
Agency Preparation: Gena Mikkelsen	Phone: 3606507412	Date: 02/24/2025
Agency Approval: Anna Hurst	Phone: 360-650-3569	Date: 02/24/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/24/2025

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

#### Summary of Bill Mandates and University Response

##### Bill Mandates:

Washington State Bill 5355 SSB requires the university to enhance its capacity to address issues of sexual assault, harassment, and prevention. Specifically, it mandates increased support for student survivors, improved educational outreach, and comprehensive prevention training. To comply, the university must strengthen both the Civil Rights and Title IX Compliance (CRTC) department and the Counseling and Wellness Center (CWC).

##### Civil Rights and Title IX Compliance (CRTC):

1.0 FTE Training Facilitator/Coordinator (Prevention Education): Develops educational materials and training programs focused on sexual assault prevention and response and conducts training sessions for students and staff.

##### Counseling and Wellness Center (CWC):

2.0 FTE Sexual Assault Trauma-focused Counselors: Provides confidential support, advocacy, and counseling to students who have experienced sexual violence, and promotes education and prevention initiatives.

1.0 FTE Sexual Assault Program Coordinator: Organizes workshops, trains students, manages survivor advocacy services, coordinates campus and community resources, and ensures compliance with Title IX and other regulations.

.50 FTE Administrative Assistant 3: Provides administrative support to the CWC, including scheduling appointments, managing records, and assisting with outreach efforts.

##### Summary of Expenses

Total Salaries: \$260,000

Total Benefits: \$94,720

##### Total Operational Costs:

Training: \$8,000 (Recurring, \$2,000 per person for training)

Travel: \$12,000 (Recurring, \$3,000 per person for travel costs)

Computer and Tech Equipment: \$10,714 (One-time cost for equipment and software for new FTEs)

Grand Total Costs: \$385,434

These costs account for the salaries and benefits of all required positions to ensure the university complies with Bill 5355 SSB's mandates in Section 4 and supports a safe and inclusive campus environment.

### II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

### II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

To comply with the mandates of Washington State Bill 5355S-SB Section 2(a) and Section 4, the university must enhance its services in both the Civil Rights and Title IX Compliance (CRTC) department and the Counseling and Wellness Center (CWC). This expansion ensures the institution meets the legislative requirements aimed at improving safety and supporting student survivors of sexual assault.

Civil Rights and Title IX Compliance (CRTC):

1.0 FTE Training Facilitator/Coordinator (Prevention Education)

Responsibilities: Develop educational materials and training programs focused on sexual assault prevention and response, aligning with the standards outlined in Bill 5355. Conduct training sessions for students and staff on topics related to sexual assault prevention, awareness, and reporting procedures, as mandated by the legislation.

Annual Salary: \$55,000

Annual Benefits: \$17,050

Counseling and Wellness Center (CWC):

2.0 FTE Sexual Assault Trauma-focused Counselors

Responsibilities: Provides confidential support, advocacy, and counseling to students who have experienced sexual violence, helping them navigate emotional recovery and access campus or community resources. They also play a key role in promoting education and prevention initiatives, fostering a safer and more supportive campus environment

Annual Salary: \$90,000

Annual Benefits: \$27,900

1.0 FTE Sexual Assault Program Coordinator

Responsibilities: Organizing educational workshops, training students, managing survivor advocacy services, coordinating campus and community resources, standing up and coordinating health and safety committee, and ensuring compliance with Title IX and other regulations.

Annual Salary: \$75,000

Annual Benefits: \$23,250

.50 FTE Administrative Assistant 3

Responsibilities: Provide administrative support to the CWC, including scheduling appointments, managing records, and assisting with outreach efforts related to sexual assault awareness and prevention.

Annual Salary: \$40,000

Annual Benefits: \$5,520

Additional Expenses:

Training: In person or Software estimated at \$2,000/person results in a recurring \$8,000 to stay aligned with section 4.

Travel: In-person travel for training is estimated at \$12,000 in recurring costs. Approximately \$3,000 a person to cover registration, transportation, hotel, and per diem costs.

Computer and Tech Equipment: One-time cost of \$10,714 to provide technology equipment and software to new FTE. Approximately \$2,143 per employee.

Total Costs:

Total Salaries: \$260,000

Total Benefits: \$94,720

Total Operational: \$30,714

Grand Total Costs: \$385,434

This summary includes all positions required to meet the mandates of Bill 5355. By establishing these positions, the university will effectively address the requirements of Bill 5355 SSB, ensuring a safer campus environment and robust support system for student survivors of sexual assault.

**Part III: Expenditure Detail**

**III. A - Operating Budget Expenditures**

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	385,434	385,434	770,868	770,868	770,868
<b>Total \$</b>			385,434	385,434	770,868	770,868	770,868

**III. B - Expenditures by Object Or Purpose**

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	4.5	4.5	4.5	4.5	4.5
A-Salaries and Wages	260,000	260,000	520,000	520,000	520,000
B-Employee Benefits	94,720	94,720	189,440	189,440	189,440
C-Professional Service Contracts					
E-Goods and Other Services	18,714	18,714	37,428	37,428	37,428
G-Travel	12,000	12,000	24,000	24,000	24,000
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
<b>Total \$</b>	385,434	385,434	770,868	770,868	770,868

**III. C - Operating FTE Detail:** *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Administrative Assistant 3	40,000	0.5	0.5	0.5	0.5	0.5
Sexual Assault Program Coordinator	75,000	1.0	1.0	1.0	1.0	1.0
Sexual Assault Trauma Counselors	90,000	2.0	2.0	2.0	2.0	2.0
Support and Training Program Coordinator	55,000	1.0	1.0	1.0	1.0	1.0
<b>Total FTEs</b>		4.5	4.5	4.5	4.5	4.5

**III. D - Expenditures By Program (optional)**

NONE

**Part IV: Capital Budget Impact**

**IV. A - Capital Budget Expenditures**

NONE

**IV. B - Expenditures by Object Or Purpose**

NONE

**IV. C - Capital Budget Breakout**

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

**Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*

# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5355 S SB	<b>Title:</b> Higher education safety	<b>Agency:</b> 699-Community and Technica College System
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## Part I: Estimates

**No Fiscal Impact**

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	68.2	68.1	68.1	68.1	68.1
<b>Account</b>					
General Fund-State 001-1	7,603,300	7,596,200	15,199,500	15,692,400	15,742,400
<b>Total \$</b>	7,603,300	7,596,200	15,199,500	15,692,400	15,742,400

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 02/19/2025
Agency Preparation: Stephanie Winner	Phone: 360-704-1023	Date: 02/22/2025
Agency Approval: Stephanie Winner	Phone: 360-704-1023	Date: 02/22/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/24/2025

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

The substitute bill differs from the proposed substitute in the following ways:

- Removes minimum of eight mental health provider visits, instead stating institutions of higher education must make a good faith effort to ensure students have access to a mental health provider, in person or telehealth
- Clarifies that each campus of an institution of higher education as defined in RCW 28B.10.016 that serves 8,000 or more students shall collaborate with the community-based organization in section 4.

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This bill would implement policies to support survivors of sexual assault.

#### SECTION 2 – SUPPORT SUVIVORS OF SEX-BASED VIOLENCE and HARASSMENT

Students at Institutions of Higher Education (which includes all community and technical colleges that serve 8,000 or more students) who are survivors of sex-based violence and harassment have the right to:

- Engage with employees who have been trained in trauma-informed care.
- A quick and timely institutional investigation process not to exceed six months from the date an investigation is initiated unless extenuating circumstances exist.
- Access to a mental health provider or counseling services, on campus or off-site.
- Request free supportive measures that are nondisciplinary, nonpunitive individualized services to restore or preserve the survivor's access to the institution's programs and programs without unreasonably burdening the other party
- Have court-issued no-contact and restraining orders honored and reported to security services by a trained employee such as a campus-based employee advocate when requested by survivor.
- Be made aware by a campus-based employee if the employee is a Title IX required reporter and to which office the employee will share the information provided by the survivor.
- Access to a no-fee attorney through an organization that serves the entire state that is focused on sexual assault

#### SECTION 3 – STUDENT HEALTH AND SAFTETY COMMITTEE

The state universities, regional universities, and community and technical colleges that serve 8,000 students or more are directed to establish or expand existing committees to include a student health and safety committee that includes representatives from various groups, such as admissions, counseling, health care, violence prevention, health promotion, students, campus-affiliated advocates, and faculty and other academic personnel. The committees are directed to evaluate barriers that impact survivors of sex-based and gender-based violence and harassment and their ability to access services and obtain supportive measures at institutions of higher education and will collaborate with outside organizations and entities focused on sex-based and gender-based violence and harassment. The Committees are required to annually report their recommendations to the Legislature.

#### SECTION 4 – STUDENT and STAFF EDUCATION

Beginning in the 2026 fall academic term, each campus of an institution of higher education, including community and technical colleges that serve more than 8,000 students, shall collaborate with a community-based organization focused on survivors of sexual assault, sexual harassment and sex-based violence to provide:

- sensitivity in interacting with survivors of sexual assault, sexual harassment, and sex-based violence to all campus-based employees identified by the institution of higher education as having job duties that include interacting with a survivor of sex-based violence and harassment and all other campus-based employees whose education may be in-education may be in person or via electronic means annually
- sex-based and gender-based violence and harassment education to all newly matriculated students, including transfer students and graduate students, student athletes as defined in RCW 19.225.010, resident advisors, students planning on

pledging, other student groups as identified by the institution.

- Unless otherwise specified, the education may be provided online, or by other means.

#### SECTION 5 – LIMIT NON-DISCLOSURE

Postsecondary educational institutions may not propose, request, or pressure a student reporting sexual misconduct in a complaint filed with the institution under Title IX or otherwise, with law enforcement, or in a civil court action, to enter into a non-disclosure agreement relating to the alleged sexual misconduct by a student or employee of the institution.

#### SECTION 6 – TITLE IX INVESTIGATION PROCESS and TIMELINES

Unless there is good cause, the following timeline for Title IX processes applies:

Institutions of Higher Education must provide a student with information on available resources, including information on the Title IX process, counseling services, and campus-affiliated advocates, within two business days of the Title IX office receiving a report, unless extenuating safety factors exist for the survivor.

The initial assessment must be completed within 10 business days of a student meeting with Title IX employee and providing the information necessary to complete an assessment, including whether the investigation will proceed under Title IX or the institution of higher education's internal process or if the concern will be addressed in a different manner.

The investigation must be completed within 120 business days of the initial report or disclosure. This process includes the final decision and subsequent hearings.

If a sanction is issued it must be determined and administered within 10 business days of the final decision, except for in circumstances where there is good cause.

If the process will take longer than 180 business days due to extenuating circumstances, the institution of higher education must provide a written explanation to the student including the reason for the delay and when the process is expected to be completed.

Students must be kept informed on the status of the investigation and, if conducted, the hearing, throughout the entirety of the Title IX process.

Starting in the 2028-29 academic year, institutions of higher education including community and technical colleges, that serve 8,000 or more students shall provide an option online for students to report a Title IX violation. All institutions of higher education are encouraged to provide the online tracking tool, so a student may track the Title IX process.

#### SECTION 8 – IDENTIFICATION CARDS

Amends RCW 28B.10.735 requiring the state university, regional university, and the state college, as defined in 28B.10.016, must print the phone number for a community-based resource providing 24/7 support for survivors of sexual assault, sexual harassment, and sex-based and gender-based violence on newly printed or issued identification cards. Does not include community and technical colleges.

#### SECTION 10 – CAMPUS CLIMATE ASSESSMENT

Amends RCW 28B.10.147 to state that campus climate assessment must include questions evaluating the prevalence of discrimination, sexual assault, harassment, and retaliation on and off campus. Questions related to sexual assault must include those developed by the student health and safety committee on sex-based and gender-based violence and harassment and students' ability to access services required in the act.

### **II. B - Cash receipts Impact**

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*



No cash receipts impact.

## II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

The bill would have the following expenditure impact.

### SECTION 2 – SUPPORT SUVIVORS OF SEX-BASED VIOLENCE and HARASSMENT

Under provisions of the bill, students at Institutions of Higher Education who are survivors of sex-based violence and harassment would have certain rights, including:

- Engage with employees who have been trained in trauma-informed care.
- A quick and timely institutional investigation process not to exceed six months from the date an investigation is initiated unless extenuating circumstances exist.
- Mental health or counseling services, on campus or off-site. Access to no less than eight visits with the same mental health provider, in-person or electronically via telehealth.
- Request free supportive measures that are nondisciplinary, nonpunitive individualized services to restore or preserve the survivor's access to the institution's programs and programs without unreasonably burdening the other party
- Have court-issued no-contact and restraining orders honored and reported to security services by a trained employee such as a campus-based employee advocate when requested by survivor.
- Be made aware by a campus-based employee if the employee is a Title IX required reporter and to which office the employee will share the information provided by the survivor.
- Access to a no-fee attorney through an organization that serves the entire state that is focused on sexual assault

The items listed above apply to all community and technical colleges that serve 8,000 or more students. This fiscal note assumes there would be 17 colleges in the community and technical college system that meet this threshold starting with the 2025-26 academic year onward.

Additional staff would be needed to provide support to survivors of sex-based violence and harassment. It is estimated that, on average, 1 FTE Mental Health Counselor per college will be needed.

17 colleges X \$128,000 (Mental Health Counselor salary & benefits) = \$2,176,000 FY26 onward

### SECTION 3 – STUDENT HEALTH AND SAFTETY COMMITTEE

Public Institutions of Higher Education that serve 8,000 students or more are directed to establish a Student Health and Safety Committee that includes representatives from various groups, such as admissions, counseling, health care, student advocates, and professors. It is expected this work can be performed within existing duties.

### SECTION 4 – STUDENT and STAFF EDUCATION

Beginning in the 2026 fall academic term, Institution of Higher Education that serve more than 8,000 students, shall collaborate with a community-based organization focused on survivors of sexual assault, sexual harassment and sex-based violence to provide a range of mandatory trainings, online or in-person if specified.

It is assumed that fulfilling the education requirements in section 4, by conducting in-person online education for all students and staff, would also fulfill the education requirements in section 2. Conducting in-person or online education throughout the academic year will require additional staff. It is estimated to take 1 FTE Training Coordinator per college to fulfill the educational requirements.

17 colleges X \$104,000 Training Coordinator (salary and benefits) = \$1,768,000 FY26 onward

**SECTION 6 – TITLE IX INVESTIGATION PROCESS and TIMELINES**

This section specifies the process and timelines for Title IX investigations. Timelines are specified for providing status information to the victim, completing the initial assessment, completing the investigation, and administering any sanctions. This would require additional staff to stay within the investigation, hearing and sanctioning process timelines. This work is estimated to require an average of 1 FTE Investigator 3 per college. The requirements of this section would apply to all colleges in the community and technical college system.

34 colleges X \$107,000 (1 FTE Investigator 3 salary and benefits) = \$3,638,000 FY26 onward

Starting in the 2028-29 academic year, institutions of higher education including community and technical colleges, that serve 8,000 or more students would need case management software to provide an online option for students to report a Title IX violation and an online tracking tool, so a student may track the Title IX process. For the purposes of this fiscal note, it is assumed that system-wide software will be purchased from a vendor. First year costs to acquire software would involve soliciting requests for proposals, reviewing proposals, selecting the software, installation, and training.

These costs are estimated to be \$500,000 for the system in FY 2029.

Ongoing costs would be for software licenses and maintenance and estimated to be \$275,000 in FY 2030 onward.

**SECTION 10**

It is expected that updating the campus climate assessment under RCW 28B.10.147 to include questions evaluating the prevalence of discrimination, sexual assault, harassment, and retaliation on and off campus will result in additional costs for development, administration, analysis, reporting, and publication.

0.15 FTE Policy Associate x (\$142,000 salary and benefits) = \$21,300 FY26

0.10 FTE Policy Associate x (\$142,000 salary and benefits) = \$14,200 FY27 onward

**TOTAL COSTS**

\$2,176,000 + \$1,768,000 + \$3,638,000 + \$21,300 = \$7,603,300 FY26

\$2,176,000 + \$1,768,000 + \$3,638,000 + \$14,200 = \$7,596,200 FY27

\$2,176,000 + \$1,768,000 + \$3,638,000 + \$14,200 = \$7,596,200 FY28

\$2,176,000 + \$1,768,000 + \$3,638,000 + \$14,200 + \$500,000 (software) = \$8,096,200 FY29

\$2,176,000 + \$1,768,000 + \$3,638,000 + \$14,200 + \$275,000 (software) = \$7,821,200 FY30 onward

**Part III: Expenditure Detail**

**III. A - Operating Budget Expenditures**

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	7,603,300	7,596,200	15,199,500	15,692,400	15,742,400
<b>Total \$</b>			7,603,300	7,596,200	15,199,500	15,692,400	15,742,400

**III. B - Expenditures by Object Or Purpose**

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	68.2	68.1	68.1	68.1	68.1
A-Salaries and Wages	5,625,750	5,620,500	11,246,250	11,241,000	11,241,000
B-Employee Benefits	1,977,550	1,975,700	3,953,250	3,951,400	3,951,400
C-Professional Service Contracts					
E-Goods and Other Services				500,000	550,000
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
<b>Total \$</b>	7,603,300	7,596,200	15,199,500	15,692,400	15,742,400

**III. C - Operating FTE Detail:** *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Mental Health Counselor	95,000	17.0	17.0	17.0	17.0	17.0
Policy Associate	105,000	0.2	0.1	0.1	0.1	0.1
Title IX Investigator	79,000	34.0	34.0	34.0	34.0	34.0
Training Coordinator	77,000	17.0	17.0	17.0	17.0	17.0
<b>Total FTEs</b>		68.2	68.1	68.1	68.1	68.1

**III. D - Expenditures By Program (optional)**

NONE

**Part IV: Capital Budget Impact**

**IV. A - Capital Budget Expenditures**

NONE

**IV. B - Expenditures by Object Or Purpose**

NONE

**IV. C - Capital Budget Breakout**

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

**Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*