

MEMORANDUM

TO: University Council  
Deans

FROM: Daniel J. Bernardo  
Interim President



DATE: April 4, 2016

SUBJECT: Non-Essential Travel to North Carolina

On March 29, 2016, Governor Inslee issued a directive to agency heads prohibiting non-essential travel to the state of North Carolina using state funds. He asked higher education institutions to honor the directive. His memo is attached. This directive is in protest of legislation adopted in North Carolina that revokes civil rights protection for the LGBTQ community, and is consistent with the values of Washington State University.

Please communicate with your leadership team, faculty and staff that WSU will comply with Governor Inslee's request and is prohibiting all but essential travel to the state of North Carolina. Any travel considered essential must be approved by the appropriate dean or Vice President.

Thank you for your cooperation.



STATE OF WASHINGTON  
Office of the Governor

April 5, 2016

**TO:** All Executive Cabinet and Small Agency Heads  
**FROM:** Jay Inslee, Governor  
**SUBJECT:** PROHIBITING PUBLIC TRAVEL TO MISSISSIPPI

Washington State has a strong history of prohibiting discrimination and promoting diversity and inclusion. Our Washington Law Against Discrimination (WLAD), Ch. 49.60 RCW, guarantees for all Washingtonians the right to be free from discrimination on the basis of race, creed, color, national origin, sex, honorably discharged veteran or military status, sexual orientation, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability. And late last year, the Washington Human Rights Commission, through rulemaking, clarified the WLAD and affirmed protections for transgender people to use bathrooms and locker rooms consistent with their gender identity.

Recently, Mississippi passed House Bill 1523, which perpetuates an unfair and injurious prejudice against the LGBTQ community. The law allows government employees and private businesses to deny service based on religious beliefs. It authorizes discrimination against LGBTQ individuals, including but not limited to Washington citizens who may be traveling to Mississippi for work-related purposes, contrary to the protections of the WLAD.

It is the law of Washington State and the policy of my administration to demand equality for all persons. Consequently, I hereby order that no executive cabinet-level agency or small-cabinet agency shall allow publicly funded non-essential travel to the state of Mississippi so long as the recently approved House Bill 1523 exists in its current form. I invite all other statewide elected officials, institutions of higher education, agencies, boards, and commissions to follow the provisions of this directive.





STATE OF WASHINGTON  
Office of the Governor

April 13, 2017

**TO:** All Executive Cabinet and Small Agency Heads  
**FROM:** Jay Inslee, Governor  
**SUBJECT:** PROHIBITING PUBLIC TRAVEL TO NORTH CAROLINA

Washington State has a strong history of prohibiting discrimination and promoting diversity and inclusion. Our Washington Law Against Discrimination (WLAD), Ch. 49.60 RCW, guarantees for all Washingtonians the right to be free from discrimination on the basis of race, creed, color, national origin, sex, honorably discharged veteran or military status, sexual orientation, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability.

In 2016, following Charlotte, North Carolina's passage of an anti-discrimination ordinance that allowed transgender individuals to use gender-specific facilities consistent with their gender identity, the state of North Carolina passed H.B. 2, legislation that revoked these civil rights protections. It preempted nondiscrimination ordinances passed by local governments, clarified that sexual orientation and identity are not protected classes, and allowed discrimination against individuals, including Washingtonians traveling to North Carolina for work-related purposes.

In response to the passage of H.B. 2, on March 29, 2016, I issued an order prohibiting my executive and small cabinet agencies from funding non-essential travel to North Carolina, "so long as the recently approved H.B. 2 exists in its current form."

Recently, North Carolina repealed H.B. 2 and replaced it with a half-measure, H.B. 142, despite efforts by Governor Cooper for a fuller repeal. This law forbids government entities from enacting rules on bathrooms, showers, and changing rooms unless it is in accordance with an act of the state legislature. It also prohibits local governments from enacting ordinances, like the one passed in Charlotte in 2016, regulating private employment practices or regulating public accommodations until December 2020.

Because H.B. 2 was technically repealed, my March 29, 2016, order was lifted when its own sunset provision was triggered. But H.B. 142, like H.B. 2, contains similar troubling, discriminatory provisions, and Washingtonians traveling to North Carolina on work-related matters may still experience discrimination. And though North Carolina formally repealed H.B. 2, the continued allowance of discrimination is inherent in the spirit H.B. 142. Consequently, I again order that no executive or small-cabinet agency shall allow publicly funded non-essential travel to North Carolina. I invite all other statewide elected officials, institutions of higher education, agencies, boards, and commissions to follow the provisions of this directive.

