



# INCLUSIVE HIRING JUST GOT EASIER!

## WASHINGTON SB 5501 TAKES EFFECT JULY 27, 2025

### WHAT'S CHANGED?

Under SB 5501, employers may no longer require a driver's license as a condition of employment or job posting – unless driving is essential to the role. This change opens up more job opportunities for individuals without a license, including people with disabilities – and supports greater workforce inclusion.

### WHY IT MATTERS

- Removes unnecessary barriers to jobs that don't involve driving.
- Supports equity & inclusion for people with disabilities or those unable to drive.

### HOW TO ACT

1. Review your job postings and update any language requiring a driver's license when not required for duties.
2. Inform your staff and clients about this legal change – share the flyer, discuss it during meetings.

### WHO THIS HELPS:



**Job seekers without licenses** Access to a broader range of positions



**Providers and advocates** Strengthened ability to help clients find employment



**Employers** Expanded talent pool: demonstrate commitment to inclusion