

I. Accountability & Sustainability

- 1. Create a standing Culture of Respect Leadership Council—collaboratively convened by the Director of Civil Rights Compliance, the Director of the Wellness Center, and the Associate Vice President for Human Resources—to bring students, faculty, and staff together to advise on the university’s gender-based violence prevention and response programs, policies, resources, and activities.**
 - a. In 2023-24, the Culture of Respect Leadership Council will monitor and provide technical assistance in the adoption of the CWU Safe Work Group recommendations, including the collection of implementation plans from university entities responsible for implementing and maintaining recommendations that are longer-term or permanent in their scope.
 - b. Service as rotating chair of the Culture of Respect Leadership Council will be embedded in the position descriptions of each of the Director of Civil Rights Compliance, Director of the Wellness Center, and Associate Vice President for Human Resources.
 - c. The Culture of Respect Leadership Council will have approximately 15-20 members in total, including a rotation of service in the chair role as described above. The members will include student representatives appointed by ASCWU Board of Directors, Classified Employee Council, Exempt Employee Association, and the Faculty Senate. There may also be a representative from each of the following: University Police, Diversity Office, Housing and Residence Life, Student Rights and Responsibilities, Athletics, the Diversity and Equity Center, and at least one representative from the CWU Sites and Centers.
 - d. During the first year, the Culture of Respect Leadership Council will develop its charter documents, including the committee structure and by-laws. The Culture of Respect Leadership Council will report to the Provost, Senior Vice President for Finance and Administration, and the Vice President for Student Engagement and Success.
 - i. Annually, the Culture of Respect Leadership Council will be responsible for developing a calendar year work plan to assure the proactive, reflective, and university-wide presence of gender-based violence prevention and response, as well as an annual report documenting progress in achieving work plan goals, strategies, and tactics.
 - ii. The Culture of Respect Leadership Council will not replace the responsibilities of offices formally charged with the prevention of and response to gender-based violence; rather, this body will be responsible for monitoring the university’s policies and practices, challenging the institution to progress where appropriate, and facilitating change to existing practices and procedures to better align with best practices and emerging evidence.
 - iii. The Council will also coordinate with university leadership and shared governance authorities—including Faculty Senate, Employee Council, Exempt Employees Association, and the Associated Students of Central Washington University—to address adaptive policy and resource challenges or opportunities related to gender-based violence prevention. The Council will work collaboratively to share the responsibility of making meaningful change.
 - e. Council membership will engage in regular professional development opportunities to increase knowledge and skills related to gender-based violence prevention and response.
 - f. The Culture of Respect Leadership Council will coordinate with ELT on policy and programmatic changes, as well as any changes to these recommendations, as necessary.
- 2. On a 3–5-year cycle, conduct an action-focused and comprehensive culture and climate study that informs the development of a short-, intermediate-, and long-term action plan.**

- a. The Vice President for Diversity, Equity, and Inclusion will work with the co-chairs and shared governance groups to seat a university climate survey committee. The committee—co-chaired by a faculty member and the Assistant to the President and Executive Director for Institutional Effectiveness, Research, and Planning—will select the consultant to facilitate the climate study.
 - b. With preparation beginning in the 2023-24 academic year, the university should conduct a comprehensive, university-wide action-focused culture and climate study during the 2024-25 academic year to inform the action plan for the Council during the 2025-26 academic year and beyond.
 - i. This work will be facilitated by an external consultant who holds expertise in the facilitation of action-focused climate surveys.
 - ii. The action-focused climate study will be university-wide in scope and lead to a comprehensive set of recommendations developed by the Culture of Respect Leadership Council, which will then guide the subsequent 1-5 years of planning and resource allocation related to creating a model learning community of equity and belonging, including the prevention of and response to gender-based violence.
3. **Publish an annual aggregate data report of complaints and outcomes involving students and employees compiled by Student Rights and Responsibilities, Human Resources, and the Office of Civil Rights Compliance and Title IX.** The intention of this data compilation and sharing is to improve transparency of actions taken by the university in pursuit of a healthier, safer university environment. The report will protect personally identifiable information.
4. **The Culture of Respect Leadership Council will identify partners and responsible parties to remove bias within existing university training, education, investigations, adjudication, and outcomes to support minoritized communities and uphold the rights of all parties.**
 - a. Partners will include Human Resources, the Diversity and Equity Center and the Office of Diversity, Equity, and Inclusion, and Student Rights and Responsibilities.
 - b. Trainings and materials, as well as the approaches to the prevention and response to gender-based violence, must be contextualized within a framework that recognizes the historical trauma of marginalized groups and how institutional policies can reinforce and/or reproduce systems of oppression for vulnerable groups.

II. Clear Policies

1. **Embed mandatory employee training for the prevention of and response to gender-based violence and bystander intervention in university policy (CWUP 2-30-260).**
2. **Update CWU sexual misconduct response procedures to ensure that documentation of the investigative process, outcome, and final action taken by the responsible appointing authority is included in the personnel files of any employee alleged to have violated university policies related to gender-based violence.**
3. **Upon the release of the 2023 Title IX regulations from the Biden Administration, the Director of Civil Rights and Compliance will convene a university-wide work group to review, update, and revise university gender-based violence prevention and response policies to ensure compliance with latest federal Title IX regulations and guidelines. The workgroup will publish one comprehensive sexual misconduct policy for CWU.**
 - a. The work group may propose an interim policy to the university president to support university compliance with the timeline for adoption of the pending regulations.

- b. The work group will be responsible for facilitating the regular shared governance process during the 2023-24 academic year to produce a formal and permanent university policy inclusive of public comment and UPAC processes.
4. **Update the university's Timely Notification procedures to require electronic communication about the reporting of crimes that may pose a threat to the safety and well-being of others.**
 - a. The university will use established national best practices to determine the threshold of such crimes that require notification and the criteria by which the institution has sufficient detail to provide a notification that is helpful to the safety of others while upholding the privacy requirements of those involved in any potential investigative process.
5. **Human Resources and the Office of Student Rights and Responsibilities will develop or update formalized outcome rubrics for employees and students who are investigated for gender-based violence to be utilized in adjudication and sanctioning in order to emphasize consistency and equity.**

III. Survivor Support

1. **In 2023-24, hire at least one additional full-time professional PATH staff member in the Wellness Center to assist with intake for students and increase resources for health and wellness promotion and prevention initiatives.**
 - a. For subsequent fiscal years, the Office of Governmental Relations will request from the legislature permanent funding for a total of three full-time equivalent staff members for the Wellness Center to support health, wellness, and confidential advocacy for students in order to encumber the staff in base operating revenue as opposed to relying on student and activity fee or one-time funding to support employee compensation and benefits.
 - b. Emphasize the hiring of employees of diverse backgrounds and identities.
2. **Explore the addition of confidential advocacy for university employees victimized by harassment and/or discrimination, including gender-based violence, to parallel the resources provided to students through PATH.**
3. **Articulate clearly, evaluate regularly, and enhance as necessary the supportive measures for employees at the beginning, middle, and conclusion of complaint or investigative process.**
4. **Update any current resource guides produced by the Office of Civil Rights Compliance and Title IX, Office of Student Rights and Responsibilities, Office of Health Promotion and Wellness, and Human Resources to include easily digestible language to help all parties involved in an allegation of sexual misconduct understand their rights and responsibilities, timelines and expectations in the investigation and adjudication processes.**
 - a. Include clear and consistent reference to on- and off-campus support options for all parties, including employees and students.
 - b. Translate these resource guides in Spanish, Japanese, and other prevalent languages spoken by members of the CWU community.
 - c. Create a consolidated web page containing this information.
5. **Establish after-action reviews of the process following a student or employee complaint, investigation, and outcome to assure the continuous learning and improvement of those**

directly involved in administering the university's procedure to address sexual misconduct and gender discrimination.

- a. Create the process and structure to collect confidential or anonymized information from participants to be made available to the Title IX Coordinator, Deputy Title IX Coordinator, Dean of Students, Associate Vice President for Human Resources, and Director of the Wellness Center.
- 6. Require standardized syllabi language that includes supportive resources and communicates a CWU culture of accountability, inclusiveness, and care.**
 - a. By fall 2023, CWU will make a statement available for inclusion in syllabi.
 - b. In fall 2023, CWU will work to establish the appropriate policy to create a requirement for the statement's inclusion in all faculty course syllabi.
 - c. The CWU Safe workgroup reaffirms the recommendation made by the Faculty Senate Task Force to Address Sexual Misconduct and Gender Discrimination to "include a statement summarizing the CWU position on sexual misconduct, Title IX information, a link to the CWU sexual misconduct/gender discrimination policy website, a statement clarifying mandatory reporting role and contact information for confidential reporting resources in course syllabi."
 - 7. Increase supportive measures related to academic assistance, such as complainants being able to withdraw from classes without disclosing gender-based violence to faculty and the Registrar.**
 - a. The Culture of Respect Leadership Council will, in conjunction with the Faculty Senate, Registrar, and other pertinent parties, explore ways in which undue negative impacts on complainants going through the Title IX and discrimination and grievance processes can be lessened.
 - 8. Explore the expansion and implementation of restorative justice practices as alternative resolutions for students who have been harmed or harmed someone.**

IV. Education

1. Enhanced Student Training

- a. By Fall 2024, require CWU-specific consent, bystander intervention, and campus resources education for all CWU students.
 - i. Require incoming students to complete this training as part of the University 101 course requirements so that students will not pass the course without completing it.
 - ii. Reinforce this training by embedding it into first-year seminars or other learning experiences.
 - iii. Develop similar modules for transfer, graduate, and distance education students.
 - iv. Provide educational resources to parents/families.
 - v. The Culture of Respect Leadership Council is responsible for a) monitoring the university in securing a strong completion rate, and b) offering recommendations for improvement to the offices responsible for administering the required trainings.
- b. Respondents
 - i. Build education opportunities as resolution options for respondents and/or those accused of gender-based violence.
 - ii. Provide training for advisors who accompany respondents through Title IX or other complaint processes.

- c. Supplemental Training: Develop and offer optional, supplemental training for students and employees to create a culture of respect and accountability.
 - i. Develop and implement in collaboration with relevant academic units, the Wellness Center, and Diversity and Equity Center, the following trainings:
 - Employee bystander training
 - College-level sexual education
 - Enhanced communication training
 - The social ecology of gender-based violence

2. Enhanced Employee Training

- a. Require annual, interactive, trauma-informed, CWU-specific gender-based violence prevention and bystander intervention training for all employees. This training will be administered by the Office of Civil Rights and Compliance and Human Resources in collaboration with the Wellness Center.
 - i. Human Resources will be responsible for monitoring compliance, including direct outreach to directors and department chairs whose employees have not completed the annualized training requirements.
 - ii. In such cases where directors or department chairs are unable to ensure completion by employees in their units, the appropriate division head will be responsible for the intervention of non-compliance.
- b. Develop and offer regular training (at onboarding and at annual intervals) for responsible employees to outline expectations, responsibilities, resources, and information on receiving disclosures.
- c. Require supervisors and appointing authorities to receive specialized, trauma informed, and interactive training annually on effective:
 - i. employee intervention on workplace microaggressions and implicit biases;
 - ii. bystander intervention strategies and tactics;
 - iii. university reporting and documentation requirements related to the handling of sexual misconduct and gender discrimination complaints.
- d. The Culture of Respect Leadership Council is responsible for a) monitoring the university securing a strong completion rate, and b) quantitatively and qualitatively assessing the effectiveness of employee training and updating as necessary.

3. The Culture of Respect Leadership Council in conjunction with the Faculty Senate will explore the infusion of gender-based violence prevention and response in curriculum and high-impact co-curricular practices such as service learning and undergraduate and graduate research opportunities. Additionally, they will develop gender-based violence prevention and response modules that can be shared across courses and disciplines.

4. Develop and provide educational opportunities for university advisory boards, external boards, short-term and seasonal employees, and volunteers centered on gender-based violence prevention.