



# CENTRAL WASHINGTON UNIVERSITY

## POLICY STATEMENT

Central Washington University is an equal opportunity employer that values an inclusive campus and welcomes a diversity of ideas and people. In keeping with its commitment to nondiscrimination, the university:

1. Recruits, hires, trains, and promotes persons in all job titles, without regard to race, color, creed, religion, national origin, sex, sexual orientation, gender identity and gender expression, age, marital status, disability, or status as a protected veteran.
2. Ensures that all personnel actions such as compensation, benefits, transfers, terminations, layoffs, return from layoff, university-sponsored training, education, tuition assistance, and social and recreation programs, will be administered without regard to race, color, creed, religion, national origin, sex, sexual orientation, gender identity and gender expression, age, marital status, disability, or status as a protected veteran.

University employees will not engage in harassment of others based on their race, color, creed, religion, national origin, sex, sexual orientation, gender identity and gender expression, age, marital status, disability or status as a protected veteran. Behavior rises to the level of harassment when it is unwelcome and creates an intimidating, hostile, or offensive work environment.

The office for equal opportunity maintains formal and informal grievance procedures for individuals who believe they have been harassed or otherwise discriminated against in their capacity as employees or applicants. Individuals who file complaints or otherwise participate in the grievance process will not be retaliated against.

Central Washington University is also committed to affirmative action for Asians/Pacific Islanders, Blacks, Hispanics, American Indians/Alaskan Natives, women, persons forty years of age or older, persons of disability, and protected veterans. This commitment is expressed through the university's efforts to eliminate barriers to equal employment opportunity and to improve employment opportunities encountered by these affected groups.

Staci Sleight-Layman, director of the office for equal opportunity, has the responsibility for CWU's affirmative action program. The office for equal opportunity is located in Barge Hall, room 211, telephone (509)963-2205, TDD (509)963-2207.

Date: January 5, 2009

Dr. James L. Gaudino, President

*Office of the President*

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