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September 1, 2022

Introduction

Central Washington University (CWU) has prepared this Affirmative Action Plan (AAP) for the period of June 1, 2021 through May 31, 2022, reaffirming its commitment to the spirit and letter of affirmative action law, including those administered by the U. S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). Through the implementation of this plan CWU continues its efforts to comply with appropriate government regulations and to make the best possible use of personnel while contributing to the betterment of society and the community.

In developing this plan CWU recognizes its duty to ensure equal employment opportunity. The following statement of policy reinforces that belief.

Reaffirming Commitment to Equal Employment Opportunity

In setting forth this plan CWU reaffirms its belief in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

I, as CWU President, designate Thomas Pedersen as the Equal Employment Opportunity Administrator (EEO Administrator). Thomas oversees the plan development, modification, implementation, and reporting requirements and conducts management updates. The EEO Administrator also analyzes CWU's selection process in order to further the principles of equal employment opportunity. As part of CWU's commitment to this overall process, it will seek to ensure affirmative action to provide equality of opportunity in all aspects of employment, and that all personnel activities, such as the recruitment, selection, training, compensation, benefits, discipline, promotion, transfer, layoff and termination processes remain free of illegal discrimination and harassment based upon race, color, religion, sex and national origin. Regular review by CWU, as described in this AAP, helps to ensure compliance with this policy.

A. James Wohlpart
President

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