

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
WASHINGTON FEDERATION OF STATE EMPLOYEES  
AND  
CENTRAL WASHINGTON UNIVERSITY  
TITLE IX



This Memorandum of Understanding (MOU) sets forth the following Agreement between the Washington Federation of State Employees, AFSCME Council 28 (The "Union") and Central Washington University (The "University") regarding updates to Federal Title IX Regulations.

In an effort to comply with updated Federal regulations regarding investigations, hearings, and decisions on formal Title IX complaints against employees for sexual misconduct and interpersonal violence, the parties agree as follows:

Article 27 and Article 28, of the Collective Bargaining Agreement (CBA) between Central Washington University (CWU) and the Washington Federation of State Employees (WFSE) shall not apply to investigations, hearings, and decisions regarding formal Title IX complaints against employees for sexual misconduct and interpersonal violence. Title IX investigations, hearings, and decisions shall be conducted in accordance with, and subject to, applicable law and University policy.

If any party has any questions or concerns regarding any title IX personnel's qualifications or training and/or their ability to serve as an impartial investigator or decision maker due to conflict or bias, please contact the Title IX Coordinator, within 3 days' notice of allegation and/or notice of hearing.

This Agreement shall be effective upon execution and shall be attached to the current CBA. Upon expiration of the current CBA, the parties agree to incorporate this Agreement into the body of the successor CBA.

For the Union	For the University
 <small>Linda Michaud-Emin (Jun 25, 2021 11:25 PDT)</small>	
Labor Advocate, WFSE	Director, Employee Services and Talent Acquisition, CWU
Linda Michaud-Emin	JoAnn Hundtoft
Jun 25, 2021	Jun 25, 2021

\*\* For more information regarding Title IX process please refer to CWU policies and procedures related to this topic:

- CWUR 3-45-061 Title IX Grievance Procedure
- CWUR 3-45-062 Supplemental Title IX Disciplinary Hearing
- CWUP 2-35-015 Title IX: Discrimination on the Basis of Sex and Sexual Misconduct









# WFSE CWU MOU Title IX Proposal 6.3.2021 version 2 TA 1450

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