

# Equal Opportunity and Affirmative Action Policy Statement

## CWUP 2-35-010 (INTERIM POLICY)

*Temporarily replaces CWUP 2-35-010 version originally approved 1-22-2019.*

**Effective:** July 29, 2024

**Expiration Date:** July 20, 2025 (extended an additional 180 days on January 19, 2025)

**Policy Executive:** Chief of Staff

**Responsible Office/Unit:** Office of Civil Rights Compliance

1. Central Washington University (CWU) is an equal opportunity employer that values an inclusive campus and welcomes a diversity of ideas and people. This policy applies to all CWU employees and applicants for employment. In keeping with its commitment to remove barriers and improve equal employment opportunities for all, ~~CWU nondiscrimination, the university:~~

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2. CWU prohibits discrimination on the basis of age, color, creed, disability, gender identity and gender expression, genetic information, HIV/AIDS and Hepatitis C status, marital status, national origin, pregnancy or related conditions, race, religion, sex, sexual orientation, status as a protected veteran, or any other protected characteristic under applicable local, state, or federal law. For the purposes of this policy, discrimination is unfair or unequal treatment based on a protected characteristic that denies individuals access to all aspects of employment, including but not limited to:

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2.1- Recruitment, hiring, training, and promotion;

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2.2 Compensation and benefits;

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2.3 Performance evaluations and professional development; or

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2.4 Transfers, layoffs, return from layoff, termination, reduction in force ~~Recruits, hires, trains, and promotes persons in all job titles, without regard to age, color, creed, disability, gender identity and gender expression, genetic information, marital status, national origin, pregnancy or related conditions, race, religion, sex, sex characteristics, sexual orientation, sex stereotypes, status as a protected veteran or any other protected characteristics under applicable local, state, or federal law.~~

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~~1.2 Ensures that all personnel actions such as compensation, benefits, transfers, terminations, layoffs, return from layoff, reduction in force (RIF), university sponsored training, education, tuition assistance, and social and recreation programs, will be administered without regard to age, color, creed, disability, gender identity and gender expression, genetic information, marital status, national origin, pregnancy or related conditions, race, religion, sex, sex characteristics, sexual orientation, sex stereotypes, status as a protected veteran or any other protected characteristics under applicable local, state, or federal law.~~

3. CWU prohibits CWU employees from engaging in discriminatory harassment of others. For the purposes of this policy, discriminatory harassment is any conduct that is:

3.1 unwelcome and offensive, including verbal, nonverbal, or physical;

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3.2 not otherwise protected by law, that is directed at a person's protected characteristic(s); and

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3.3 is so sufficiently severe or pervasive such that enduring the offensive conduct:

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3.3.1 becomes a condition of continued employment; or

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3.3.2 Creates a work environment that is intimidating, hostile, or offensive based on a reasonable person's standard.

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University employees will not engage in harassment of others based on their age, color, creed, disability, gender identity and gender expression, genetic information, marital status, national origin, pregnancy or related conditions, race, religion, sex, sex characteristics, sexual orientation, sex stereotypes, status as a protected veteran or any other protected characteristics under applicable local, state, or federal law. Behavior rises to the level of harassment when it is unwelcome and creates an intimidating, hostile, or offensive work environment.

4. CWU encourages all members of the university community to promote a culture of respect, inclusion, and open dialogue. If a behavior does not meet the definition of discriminatory harassment but still creates discomfort or conflict, individuals are encouraged to:

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4.1 Address the concern directly with the individual involved, if they feel safe doing so;

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4.2 Seek assistance from their direct supervisor, department chair, or appointing authority;

4.3 Report concerns to Human Resources or the Office of Civil Rights Compliance & Title IX for guidance.

5. CWU prohibits retaliation against anyone who reports discrimination, harassment, or other violations of this policy, or anyone who participates in an investigation or proceeding related to such a report. CWU is committed to fostering an environment where all members of the community feel safe and supported to report misconduct. Any employee found to have engaged in retaliation will be subject to disciplinary action, up to and including termination. For the purposes of this policy, retaliation includes, but is not limited to:

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5.1 Adverse actions affecting employment or participation in CWU's programs or activities;

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5.2 Threats, intimidation, or coercion; or

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5.3 Any action that would discourage a person from reporting violations of this policy or participating in an investigation.

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6. CWU encourages all non-confidential university members to report instances of discrimination, harassment, or retaliation by utilizing the Concern and Support form or contacting the Office of Civil Rights Compliance & Title IX. For more information about reporting concerns and employee reporting responsibilities, please see CWUP 2-35-075. The Director, Civil Rights Compliance & Title IX Coordinator has the responsibility for coordinating CWU's compliance with this policy and can be contacted at:

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E-mail: [crc@cwu.edu](mailto:crc@cwu.edu)

Phone: 509-963-2050

Office: Barge 204

Website: [www.cwu.edu/about/offices/civil-rights-compliance/](http://www.cwu.edu/about/offices/civil-rights-compliance/)

~~37. CWU maintains formal and informal grievance procedures for individuals employees or applicants who believe they have been harassed or otherwise discriminated against in their capacity as employees or applicants. More information on CWU's employee discrimination complaint and resolution procedure can be found at CWUR 3-45-050. Individuals who file complaints or otherwise participate in the grievance process will not be retaliated against.~~

~~4. 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.~~

~~5. The Director, Civil Rights Compliance & Title IX Coordinator has the responsibility for CWU's Affirmative action program and can be contacted at:~~

~~Office: Barge 204~~

~~Phone: 509-963-2050~~

~~E-mail: [erc@cwu.edu](mailto:erc@cwu.edu)~~