

Sexual Harassment

Civil Rights – Title IX

CWU Policy 401-02

Effective: December 28, 2022

Policy Review Date: YEAR

Policy Executive: Chief of Staff

Responsible Office/Unit: Office of Civil Rights Compliance

Policy Statement:

Applicability:

Content:

Policy

Appendix A – Sexual Harassment Procedure

- (1) It is the policy of Central Washington University to maintain a work and academic community which is free from sexual harassment. Sexual harassment is a form of prohibited sex discrimination which violates state and federal law, including Title IX, Title VII of the Civil Rights Act of 1964 and RCW 49.60 that will not be tolerated by the university. An individual found in violation of this policy will be subject to corrective action up to and including termination.

- (2) Students who have been sexually assaulted by their peers should refer to the university's student sexual assault response policy, [CWU 701-02](#). The policy provides guidance to students in reporting sexual assaults and securing support services.

(3) Definitions

- A. For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or career advancement;
 2. submission to or rejection of such conduct by an individual is used as a basis for employment decisions or academic decisions affecting such individual; or

3. such conduct has the purpose or effect of unreasonably interfering with an individual's work or creating an intimidating, hostile or offensive work or academic environment.
- B. This definition is in keeping with the equal employment opportunity commission's regulations on sexual harassment.
 - C. Based on the definition provided above, examples of sexual harassment prohibited by this policy include, but are not limited to: physical assault; direct propositions of a sexual nature, subtle pressure for sexual activity. In addition, behaviors which constitute a pattern of conduct that discomforts or humiliates the recipient are prohibited. Such behaviors may include: comments of a sexual nature, sexually explicit statements, questions, jokes, or anecdotes; unnecessary touching, patting, hugging, or kissing; remarks of a sexual nature about a person's clothing or body; or remarks about sexual activity or speculations about previous sexual experience; and persistent, unwanted attempts to change a professional relationship to an amorous one.
 - D. Retaliation against individuals covered by this policy who report allegations of sexual harassment, or who participate in an investigation is prohibited and will not be tolerated. The university will hold individuals who retaliate accountable for their actions, up to and including dismissal.
 - E. Any employee found to have retaliated against individuals covered by the policy who report allegations of sexual harassment or who participate in an investigation will be subject to corrective action and/or disciplinary action, up to and including dismissal. Individuals who are alleged to have retaliated may be suspended from employment while an investigation occurs.
 - F. Waivers, nondisclosure agreements, or any other document, that would prevent employees and other individuals from disclosing sexual harassment and assault in the workplace and/or workplace events by or through the employer are strictly prohibited.

History:

11/02/2011; Responsibility: President's Office; Authority: Cabinet/UPAC; Reviewed/Endorsed by: Cabinet/PAC; Review/Effective Date: 6/06/2012; 2/20/2019; Approved by: James L. Gaudino, President; 12/28/22; Approved by: A. James Wohlpart
Reformatted and Assigned new Policy Number - Previous Policy CWUP 2-35-050, June 2025
Attached Procedure CWUR 3-45-060 as Appendix A, June 2025

Appendix A - Sexual Harassment

- (1) All members of the university community are encouraged to work toward maintaining an educational and work environment free from sexual harassment. To this end,
- (2) The Director of the office for equal opportunity will provide training programs to educate the university community on the subject of sexual harassment and the university's obligation to prevent its occurrence. In addition, the director will ensure that the sexual harassment policy is appropriately displayed on campus and included in the university's policies manual.
- (3) Persons who believe they are experiencing sexual harassment are encouraged to act promptly and report such concerns to their immediate supervisor, administrator or department chair, the Title IX Coordinator or designee (509-963-2030), or the office of student rights and responsibilities (Bouillon 204, 963-1817). Concerns which involve student to student sexual harassment may be brought to the attention of the dean of students. The university encourages resolution of sexual harassment complaints at the lowest possible level.
- (4) Supervisors, administrators, and department chairs who receive sexual harassment complaints are required to act on them in a timely fashion in an attempt to resolve the situation informally. They will notify the office for equal opportunity of the complaint immediately and will be provided guidance as needed. All such complaints must be addressed and cannot be held in confidence.
- (5) Discrimination complaint and resolution policy and procedures are available. No individual shall be penalized or retaliated against in any way by the university community for his or her participation in the complaint process.
 - A. Complaints alleging sexual harassment by a university employee or other agent of the university may be filed with the Title IX Coordinator in the Office of Civil Rights Compliance, 509-963-2050, crc@cwu.edu. The university's discrimination complaint and resolution policy and procedures (CWU 403-04) will be utilized to resolve the complaint. Copies of these procedures are available upon request.
 - B. Complaints alleging student peer sexual harassment, may be made to chief conduct officer: Office of Student Rights and Responsibilities, Bouillon 204, 963-1817, student.conduct@cwu.edu (CWU 403-04 – Appendix A - Student Discrimination Grievance Procedures).
 - C. Complaints alleging violation of Title IX may contact Title IX Coordinator, CRC, 509-963-2050, crc@cwu.edu.
 - D. Complaints may also be filed with other administrative officers of the university outside the chain of command such as other deans, vice presidents, or chief of staff, or outside government agencies. A list of these agencies and their addresses is available in the office for equal opportunity.
- (6) Preventing Sexual Harassment and Preventing Employment Discrimination training is required for all staff pursuant to [CWU 301-23](#).