

Equal Opportunity Statement

Civil Rights – Equal Opportunity

CWU Policy 403-01

Effective: June 10, 2025

Policy Review Date: YEAR

Policy Executive: Chief of Staff

Responsible Office/Unit: Office of Civil Rights Compliance

Policy Statement:

Applicability:

Content:

Policy

- (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.

- (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:
 - A. Recruitment, hiring, training, and promotion;
 - B. Compensation and benefits;
 - C. Performance evaluations and professional development; or
 - D. Transfers, layoffs, return from layoff, termination, reduction in force

- (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:

- A. unwelcome and offensive, including verbal, nonverbal, or physical;
 - B. not otherwise protected by law, that is directed at a person's protected characteristic(s); and
 - C. is so sufficiently severe or pervasive such that enduring the offensive conduct:
 - 1. becomes a condition of continued employment; or
 - 2. Creates a work environment that is intimidating, hostile, or offensive based on a reasonable person's standard.
- (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:
- A. Address the concern directly with the individual involved, if they feel safe doing so;
 - B. Seek assistance from their direct supervisor, department chair, or appointing authority;
 - C. 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:
- A. Adverse actions affecting employment or participation in CWU's programs or activities;
 - B. Threats, intimidation, or coercion; or
 - C. Any action that would discourage a person from reporting violations of this policy or participating in an investigation.
- (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 [CWU 701-09](#). The Director, Civil Rights Compliance & Title IX Coordinator has the responsibility for coordinating CWU's compliance with this policy and can be contacted at:
- A. E-mail: crc@cwu.edu
Phone: 509-963-2050
Office: Barge 204
Website: www.cwu.edu/about/offices/civil-rights-compliance/
- (7) CWU maintains formal and informal grievance procedures for 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 in [CWU 403-04](#).

History:

*Responsibility: President's Office; Authority: Cabinet/UPAC; Reviewed/Endorsed by: Cabinet/UPAC;
Review/Effective Date: 06/06/2012; 06/03/2015; 01/22/2019; 7/29/2024 (interim); 6/10/2025; Approved by: A.
James Wohlpart, President
Reformatted and Assigned new Policy Number - Previous Policy CWUP 2-35-010, June 2025*