

# Domestic Violence and the Workplace

## Standards of Conduct – Expectations

### CWU Policy 701-05

**Effective:** January 22, 2019

**Policy Review Date:** YEAR

**Policy Executive:** Senior Vice President – Finance and Administration

**Responsible Office/Unit:** Human Resources

#### **Policy Statement:**

#### **Applicability:**

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#### **Content:**

Policy

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#### **(1) Purpose:**

- A. The purpose of this policy is to set forth guidelines for all Central Washington University employees to address the occurrence of domestic violence and its impact in the workplace. This policy is adopted in accordance with [Chapter 49.76 RCW](#) and the [Washington State Governor's Executive Order 96-05](#).

#### **(2) Description:**

- A. Domestic violence is abusive behavior that is either physical, sexual, verbal, and/or psychological, intended to establish and maintain control over a partner. Domestic violence is a serious problem that affects people from all walks of life. It can adversely affect the well-being and productivity of employees who are victims, as well as their coworkers. Other effects of domestic violence in the workplace include increased absenteeism, turnover, health care cost, and reduced productivity.

#### **(3) Policy:**

- A. Central Washington University will not tolerate domestic violence in the workplace and is committed to working with employees who are victims or perpetrators of domestic violence to prevent abuse and harassment from occurring in the workplace.

- B. Central Washington University will provide appropriate support and assistance to employees who are victims of domestic violence. This includes: confidential means for coming forward for help, resource and referral information, work schedule adjustments or leave as needed to obtain assistance, and workplace relocation as feasible. See policies on Employee Leave. Other appropriate assistance will be provided based on individual need.
- C. Employees who are perpetrators of domestic violence will be encouraged to seek assistance. The university will provide information regarding counseling and certified treatment resources, and make work schedule arrangements to receive such assistance.
- D. Any employee who commits domestic violence at the workplace or from the workplace may be subject to corrective or disciplinary action, up to and including dismissal. Corrective or disciplinary action may also be taken against employees who are convicted or issued a permanent injunction as a result of domestic violence when such action has a direct connection to the employee's duties as a state employee. No employee will be penalized or disciplined solely for being a victim of domestic violence in the workplace.
- E. All employees need to take seriously the problem of domestic violence and its effect in the workplace. Central Washington University will take all reasonable measures to foster a safe working environment for all employees and clients.

**History:**

*President's Cabinet 2/19/1997: Responsibility: President's Division; Authority: Cabinet/UPAC;  
Reviewed/Endorsed by: Cabinet/UPAC; Review/Effective Date: 04/1997, 01/22/2019; Approved by: James L. Gaudino, President  
Reformatted and Assigned new Policy Number - Previous Policy CWUP 2-30-040, June 2025*