

Central Washington University  
results from the  
Washington Safety Survey

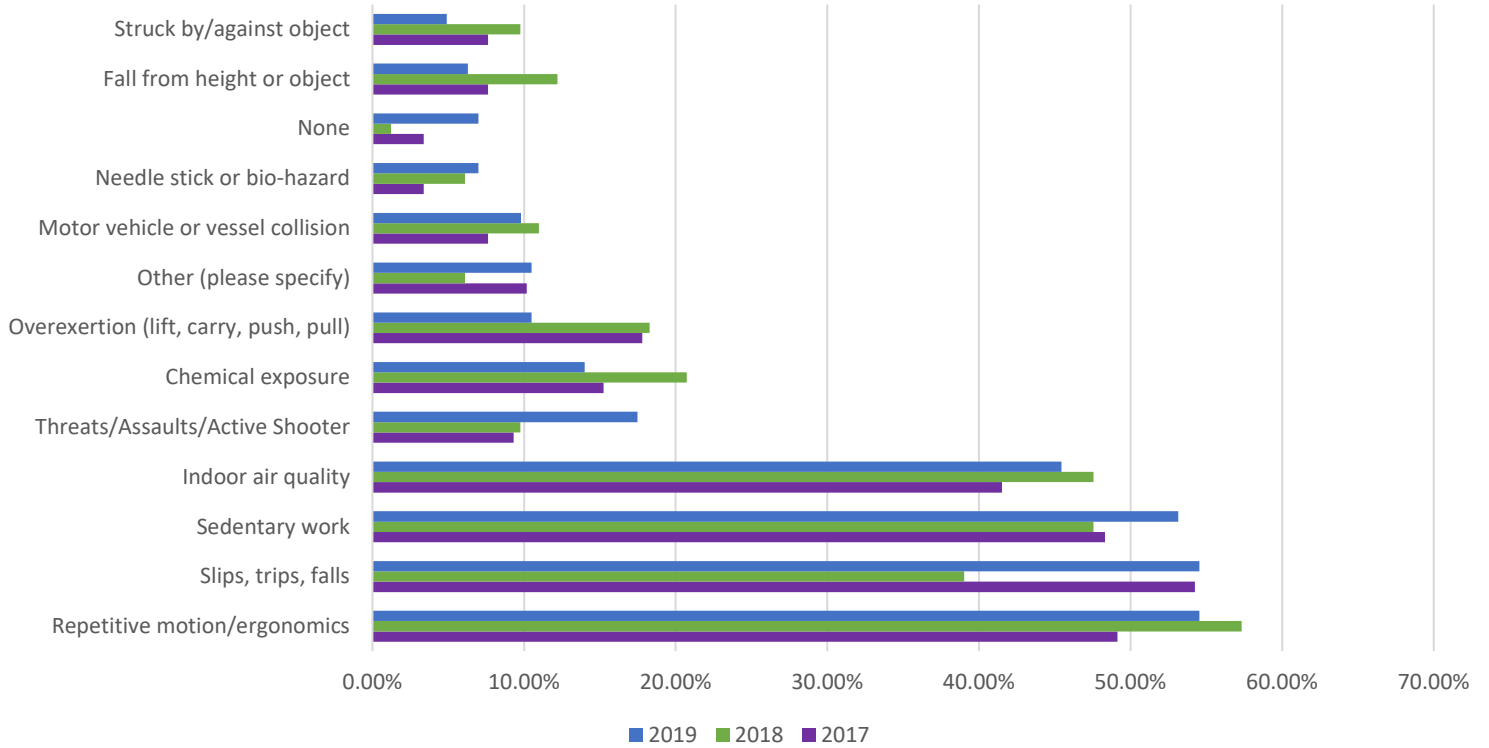


2019: 144 surveyed

2018: 82 surveyed

2017: 118 surveyed

## Q1 What are the most common potential safety hazard(s) that you encounter?



## **Q1 What are the most common potential safety hazard(s) that you encounter? (other)**

### **Administration:**

**2019:**

- Maintenance of buildings needs to be funded to avoid problems such as mold. Once this is finally addressed, the problem has become huge and people get sick. We have wonderful new buildings but maintaining all of our buildings is a problem.

### **Education:**

**2018:**

- Faculty lack of regards to hazards associated with lab components of teaching, not informing students of potential hazards they are exposing them too.

### **EH&S:**

**2019:**

- Temperature extremes Biological Exposure (pathogens, enzymes, toxins, etc.) Broken Glass.

### **Facilities:**

**2018:**

- Our floors are uneven and getting measurably worse. Tripping is a daily occurrence.
- Working in a very old building with visible cracks is especially disconcerting especially in earthquake-prone areas.
- Our work area is always cold even though the rest of our floor is warm.

**2019:**

- Cleaning agents.
- Snow-related hazards - icicles, ice, snow on roadways/walkways/parking lots.
- I shouldn't, to be honest, encounter any of the above, but over the last year: - Mold in walls for apparently several years as the building did not have adequate outside drainage (gutters and piping to the ground therefore, water built up on the roof etc.) and the mortar had crumbled allowing rain out, this had been causing sinus, respiratory issues in the dept. - humidity levels in the building incorrect, according to the Mold report obtained from HR for one of our Staff suffering respiratory issues - the levels had been wrong for several years causing respiratory issues etc., skin irritations - in addition, information given Staff and Faculty was incorrect and haphazard - an example of information supplied was that the mold was 'good' as it 'had penicillin in it' - air via pipes was pumped directly into the main office, a closed in space with doors out into the corridor, but no windows, from a room where mold was evident as windows cannot be opened in this building (and apparently not even when fumes etc., have to be vented, - could a circular piece of glass have been removed to allow venting and then the small window pane removed when work completed and a new pane put in?) - I've set outside these rooms for 7 of the 9 months of the work - the rooms were sealed off when mold cleaning was carried out - twice during that time one room flooded due to rain coming in through the walls with no or little mortar - it flooded again when the humidifier placed in the room broke and water flooded the carpet - at that point permission was given to remove the carpet that had not fully dried out, and had an odor, from the first room - a second room had been flooded from the humidifier and the carpet placed over chairs to 'dry' - fans were placed in and blew the smell into the main office - the carpet was eventually removed after two days - I've sat here when carpets were glued in place having to block the fumes from reaching colleagues with respiratory issues - we had to leave the building on one occasion when the roofers gluing the roof left the air vents open.

- Loose stair handrails
- Crossing the Intersection by my building
- The shelves fell in one of our professor's offices and there is a potential of shelves falling in other offices as well. All of the books fell onto the desk and could've killed the professor would he have been in his office at the time.
- We have experienced high exposure to toxic mold.
- Walkways and ADA ramps covered in snow or loose gravel (for snow); uneven walkways. Old buildings with potential lead paints, black mold, and possible asbestos; cracked/broken windows and drafty, improperly sealed outside doors common in older buildings.
- Uneven floors which are a tripping hazard and cause back pain while sitting or standing.

### **Human Resources:**

#### **2019:**

- Racism leveled at racial minority faculty by the students. This White space is emotionally and psychologically frightening.

### **Public Safety:**

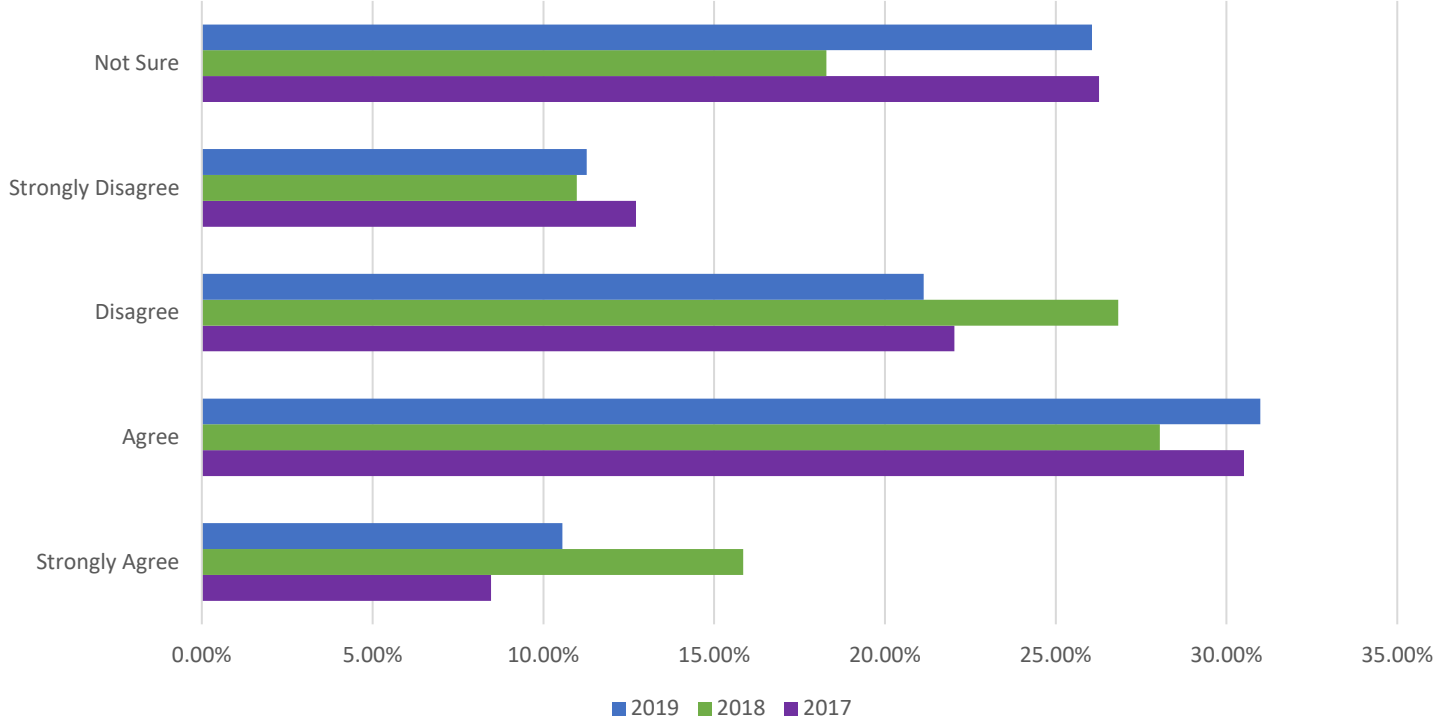
#### **2018:**

- Vehicles not stopping for pedestrians in/at the crosswalks on University Way and Wildcat Way. Plus, almost hitting pedestrians while in the crosswalk, often by a few inches. (This is almost a daily issue).

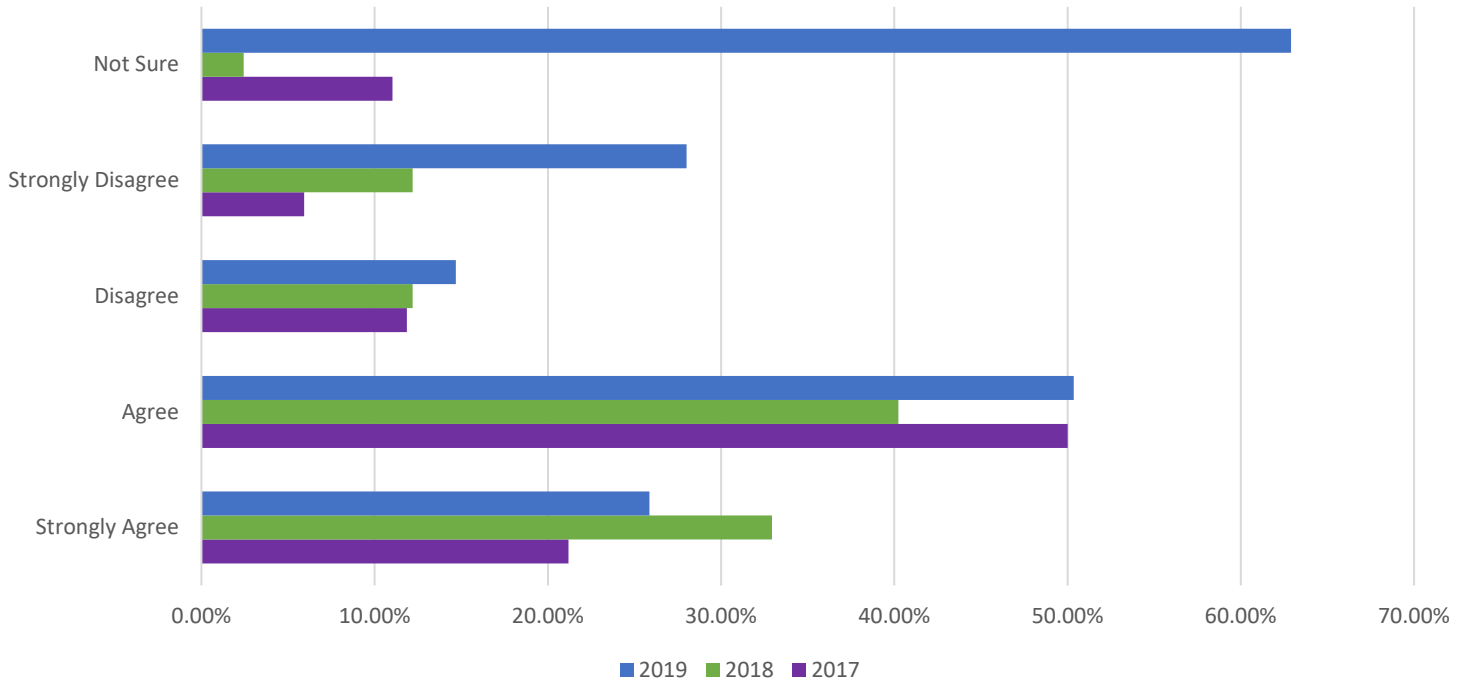
#### **2019:**

- Hazardous weather conditions sometimes make it difficult to come to campus safely, and I believe CWU need to make more of an effort to understand the conditions they ask us to travel in. There was a pretty large storm last week and all classes were normal up until Thursday, where we barely got snow and the conditions weren't as bad as Monday's.
- volatile patrons in the library.
- Threat wise I've been told to keep a psychotic student 'calm' until the police arrived, they didn't the office responsible for alerting them that he shouldn't have been in the building hadn't done so, I was left for approx. 40 minutes, 'keeping him calm' until he left -I've witnessed another student verbally abuse a Faculty member - and know that they felt so much under threat that, when they were required to meet the student, police had to hide in the print room should he become threatening again. Additionally, crossing at crosswalks around the campus is unsafe, vehicles do not stop for pedestrians on crosswalks - either due to inadequate lighting, speed, careless drivers, or crosswalks not visible to drivers.

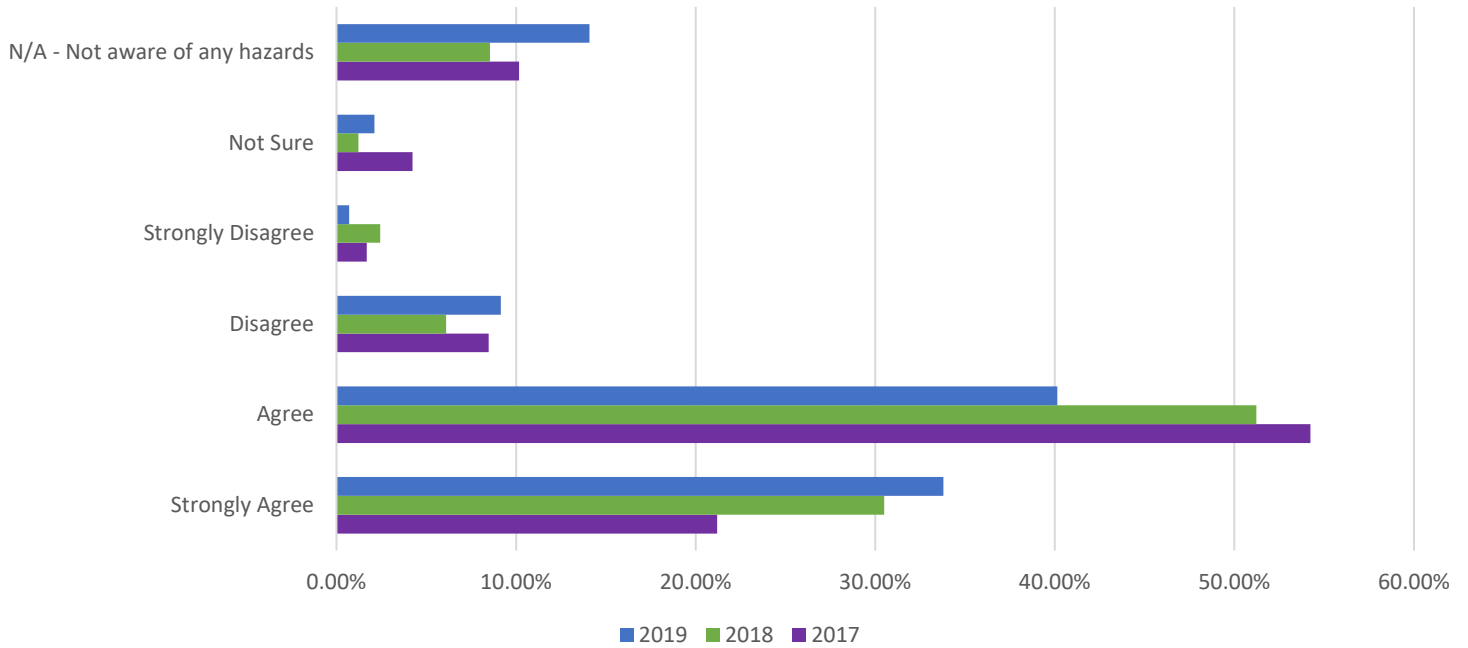
### Q2 Inspections for safety hazards are conducted regularly in my workplace.



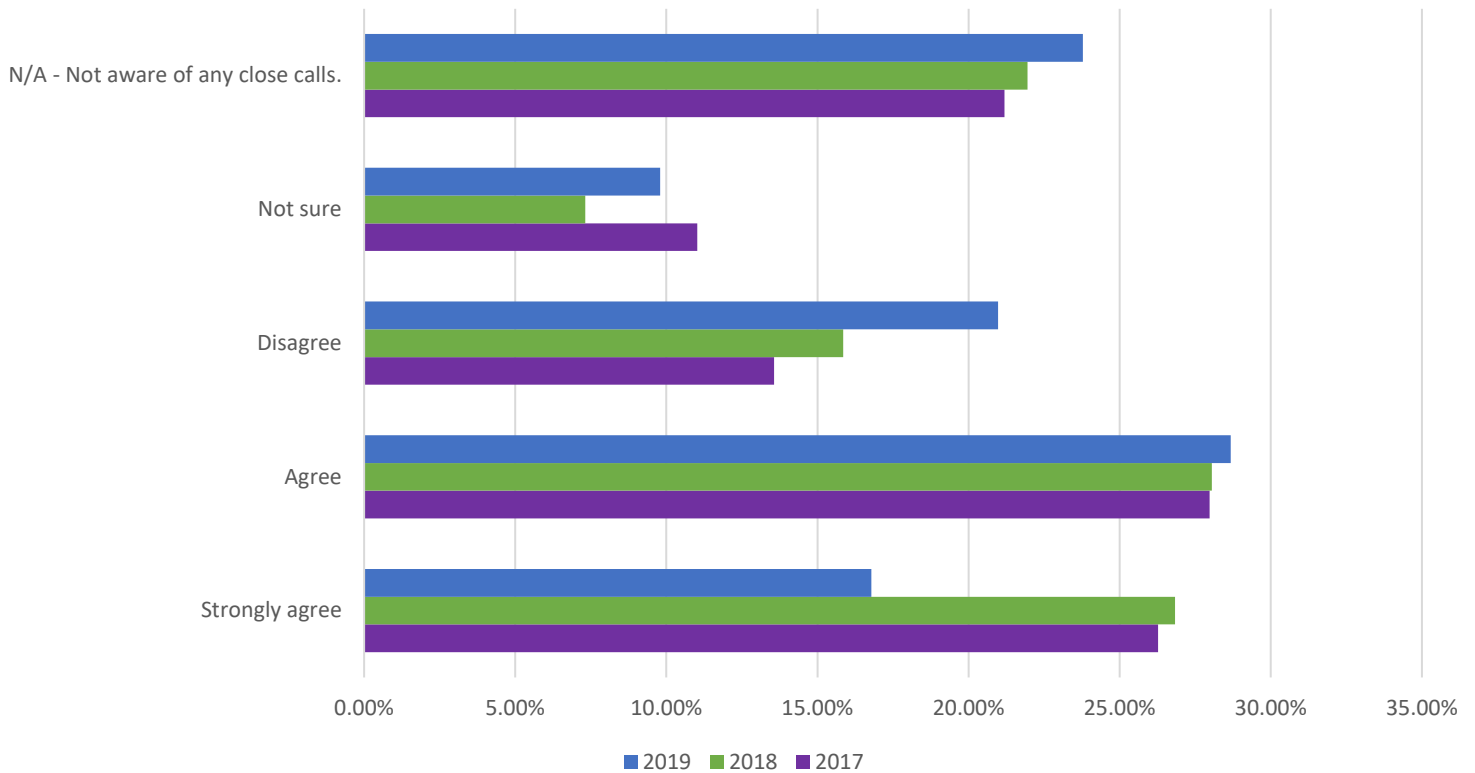
### Q3 My supervisor encourages employees to detect and report safety and health hazards in our work area.



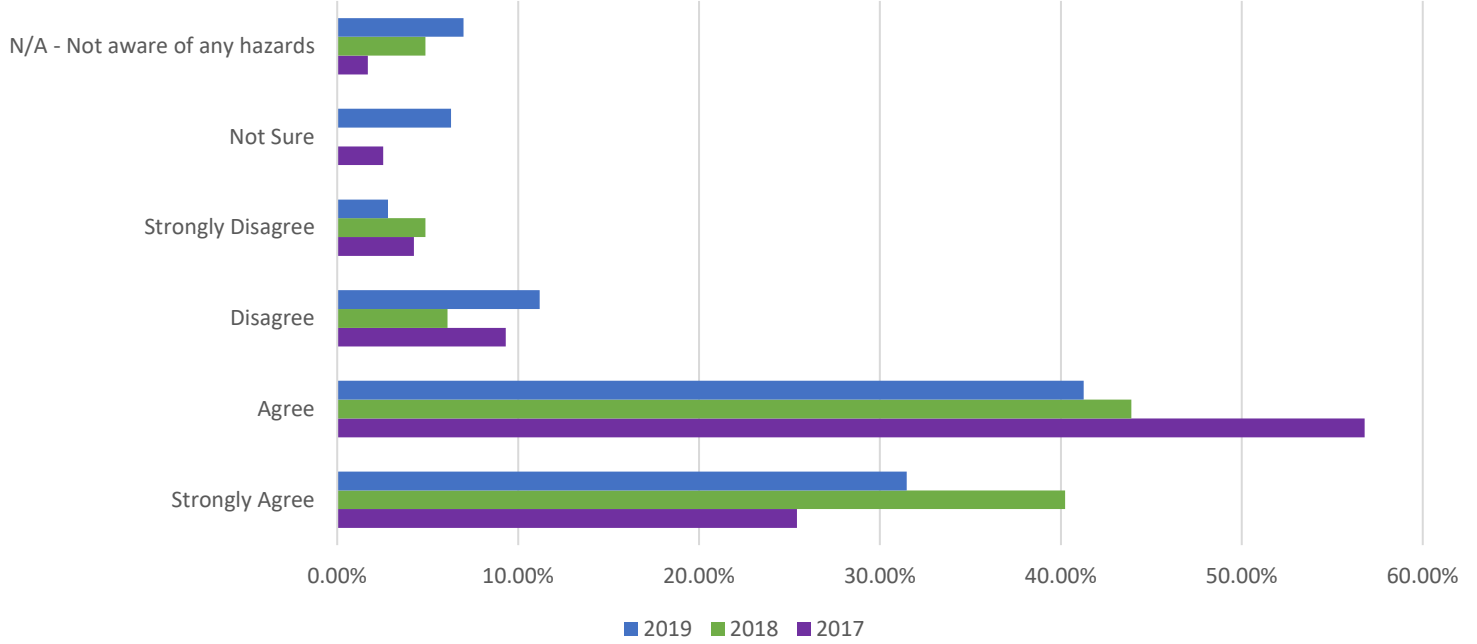
### Q4 I provide input to my supervisor on safety hazards in my workplace.



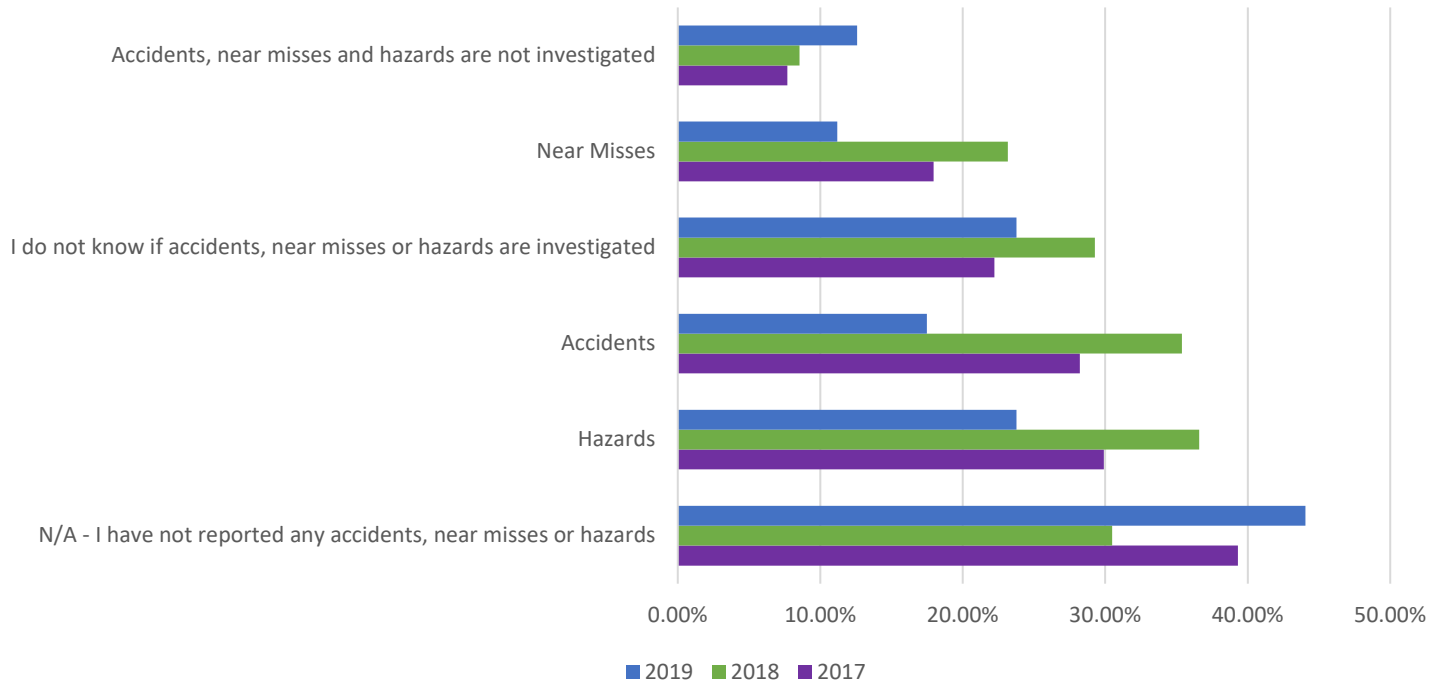
### Q5 I am encouraged to report when a worker was almost hurt (a "near miss" or close call).



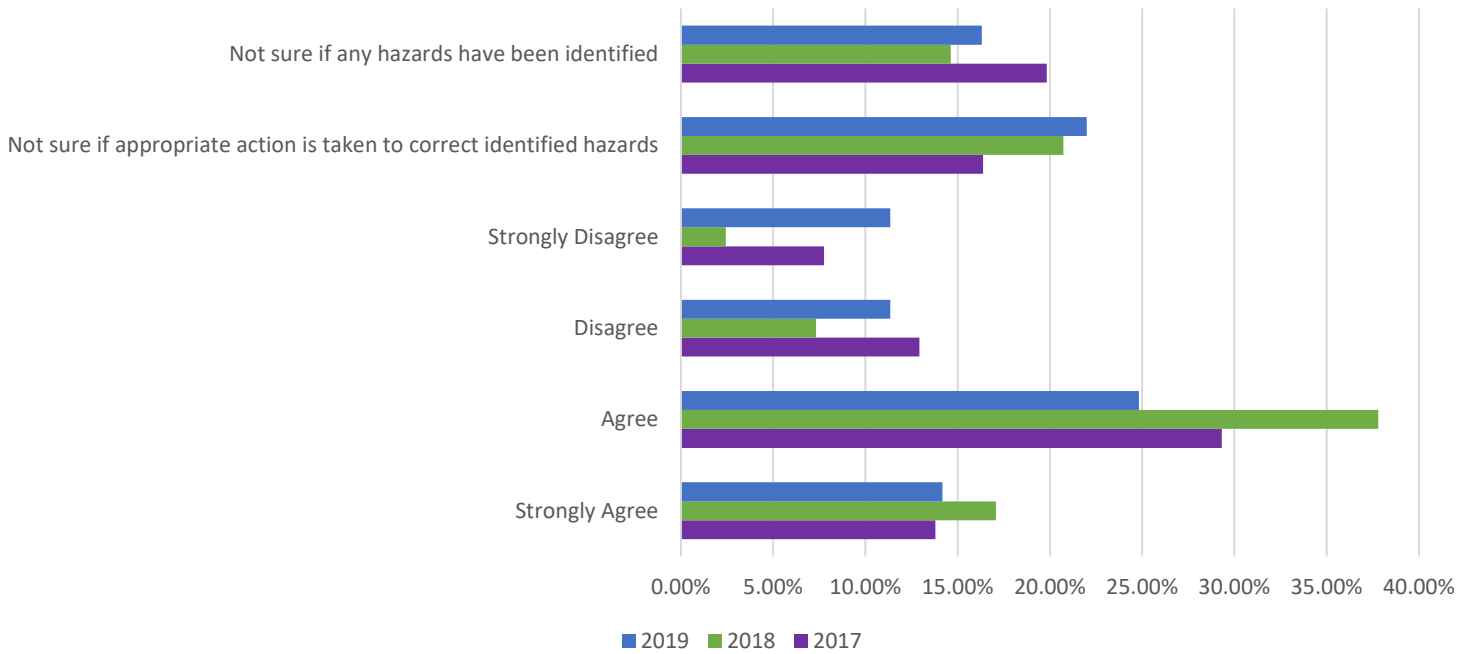
### Q6 I feel comfortable reporting hazards in my work area.



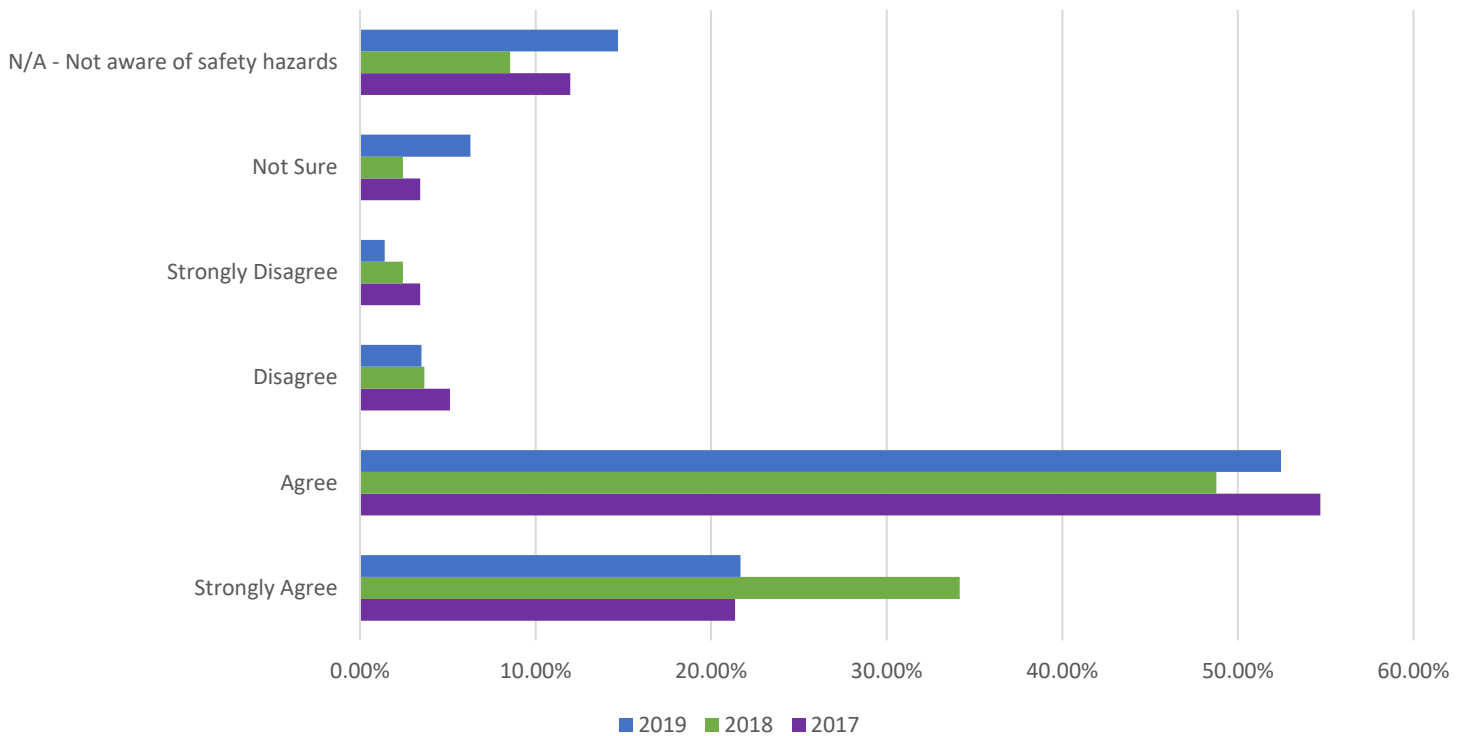
### Q7 When I report the following, they are investigated (choose all that apply)



### Q8 Appropriate action is taken to correct hazards that are identified in my work area

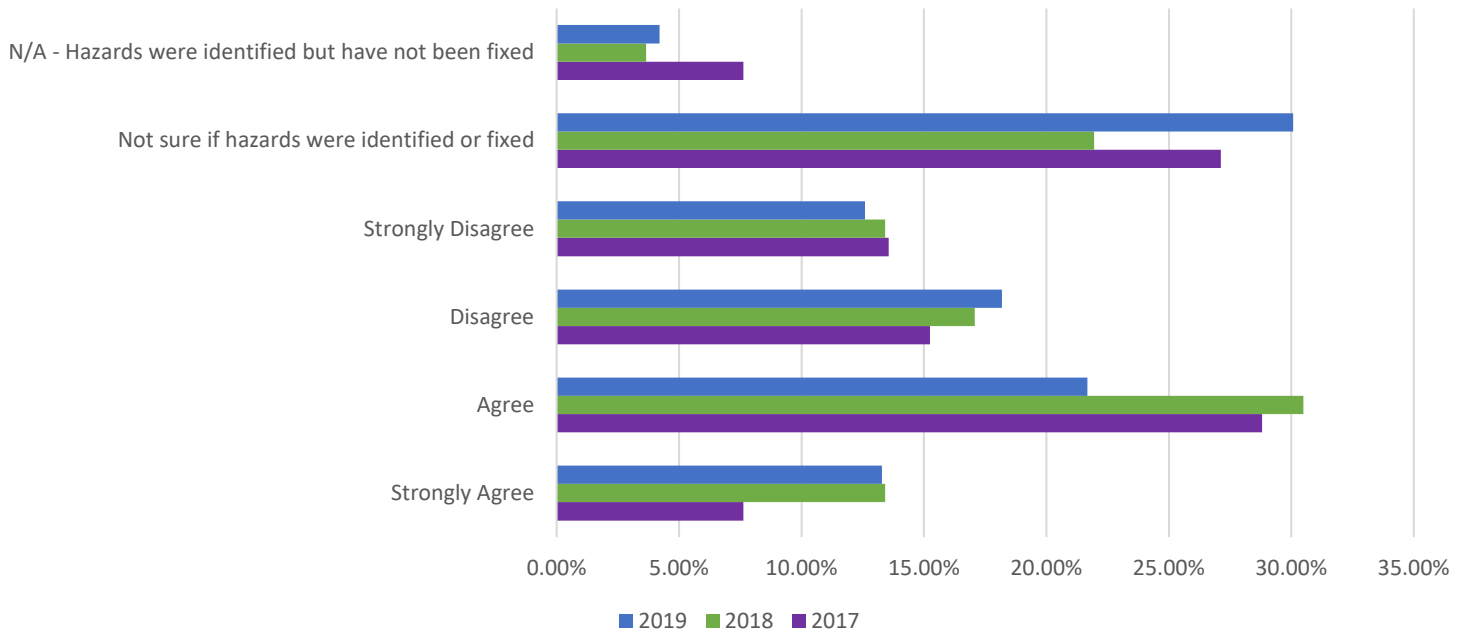


### Q9 I participate in correcting safety hazards in my workplace when appropriate.

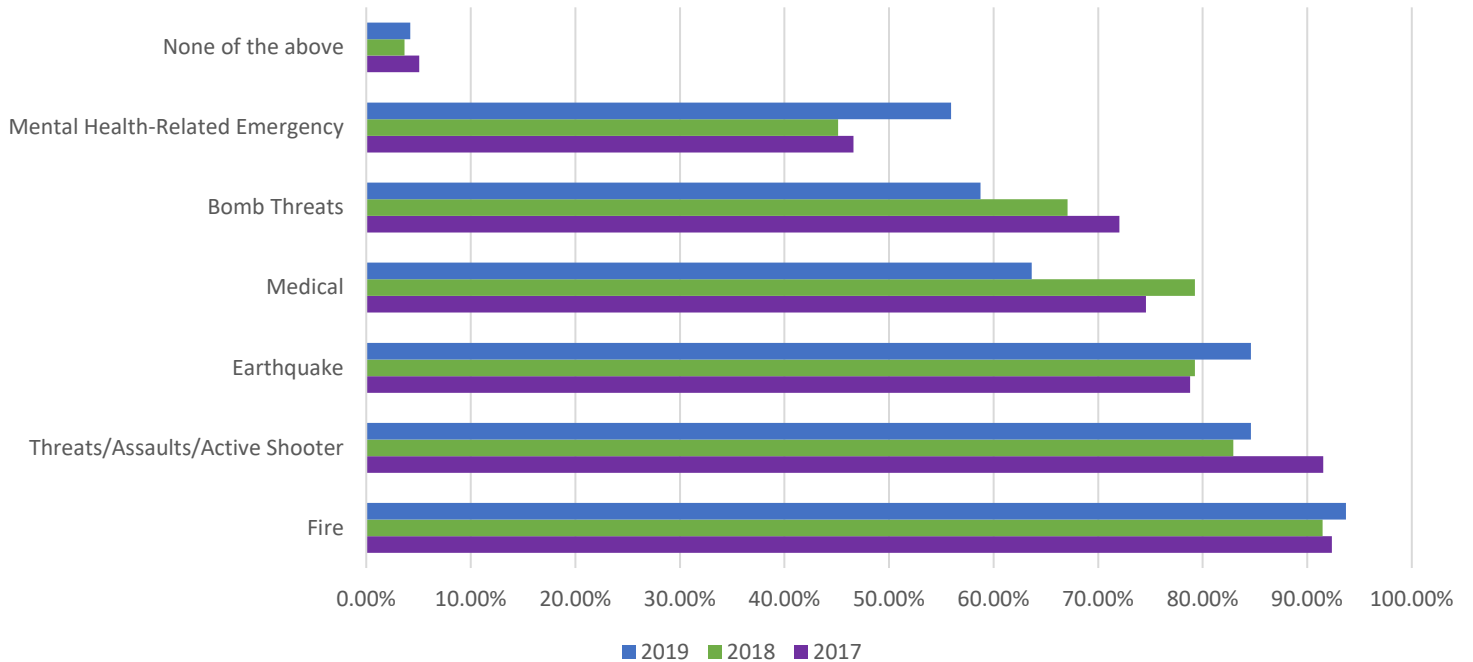




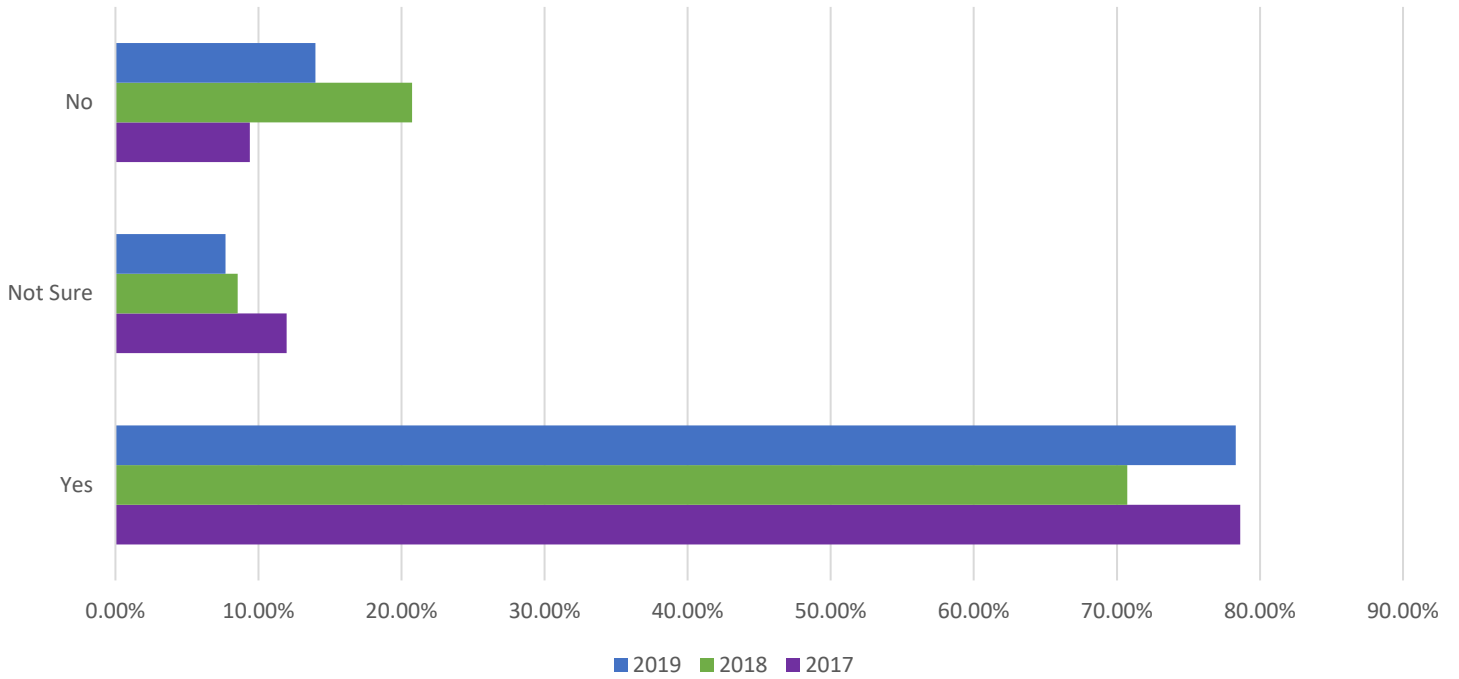
**Q10 I receive communications when identified hazards have been fixed in my work area.**



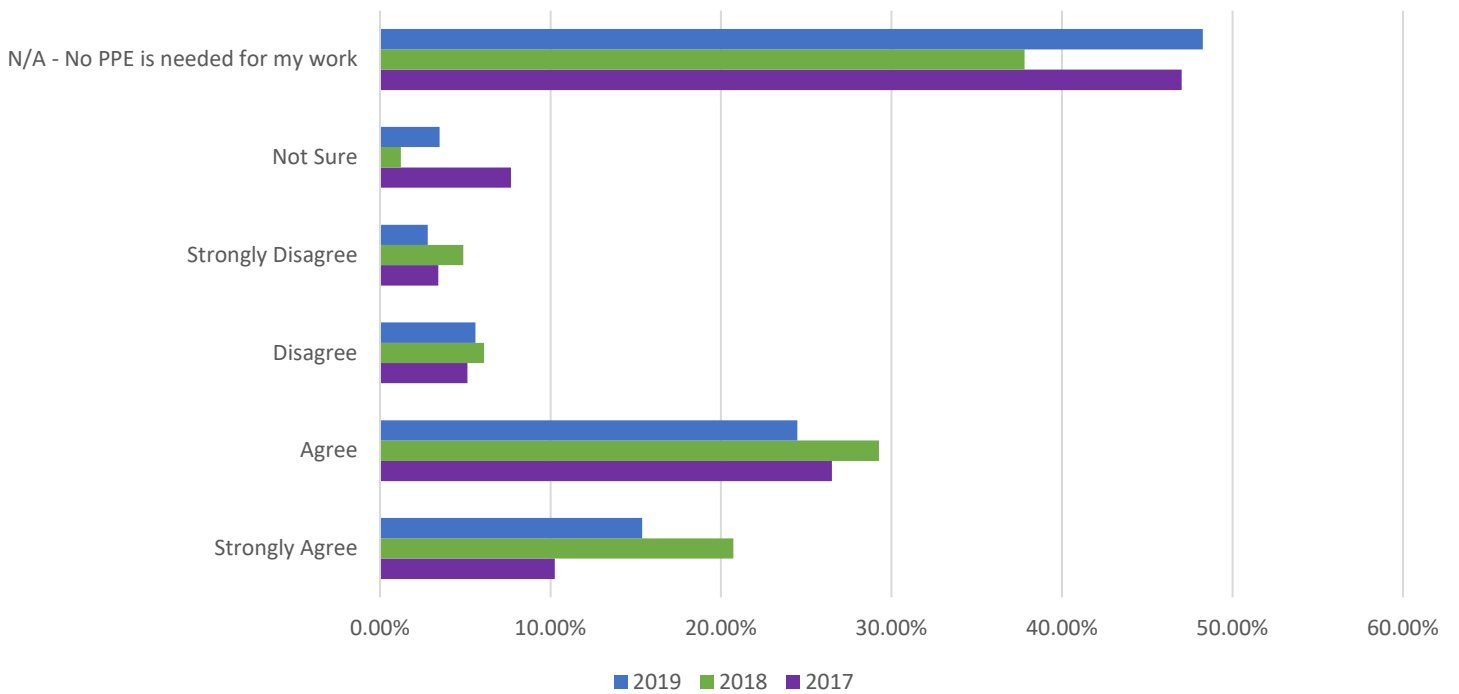
**Q11 I know how to respond to the following emergencies (check all that apply)**



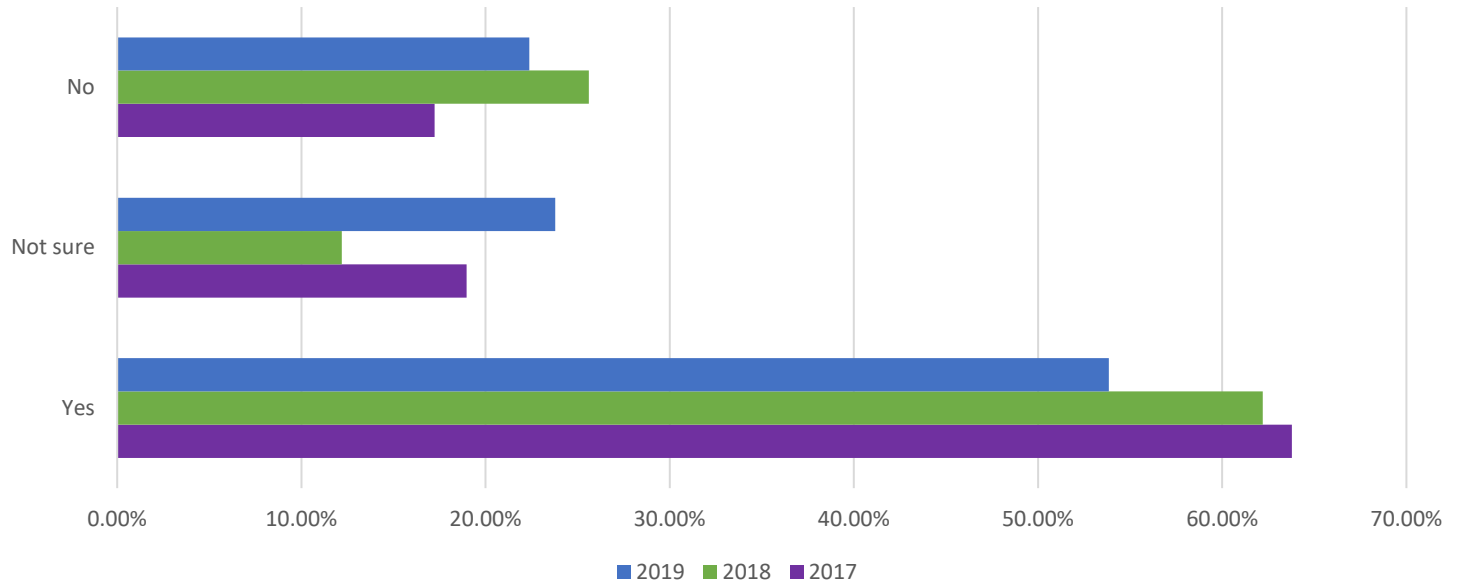
### Q12 I know the evacuation procedures for my worksite.



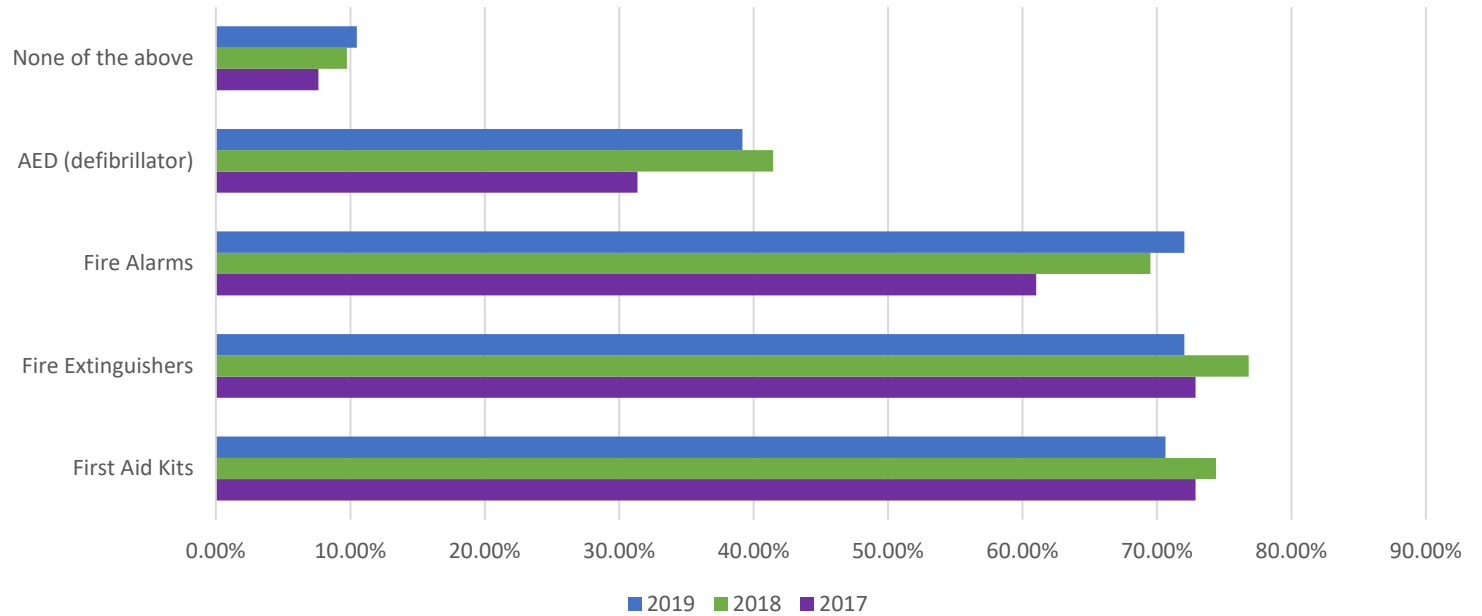
### Q13 I receive the appropriate Personal Protective Equipment (PPE) for the type of work I perform.



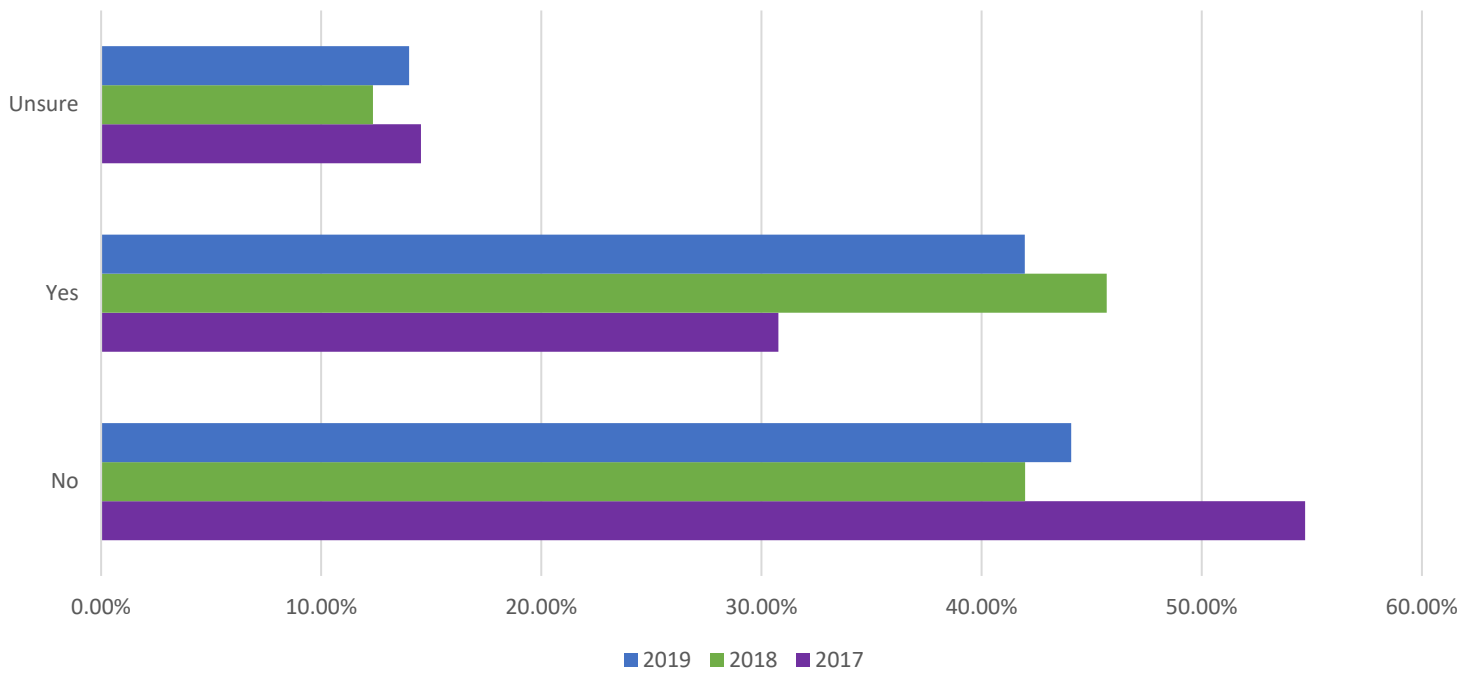
**Q14 I know where to find my agency's safety related information such as the accident prevention program, safety and health manual, policies, or bulletin board.**



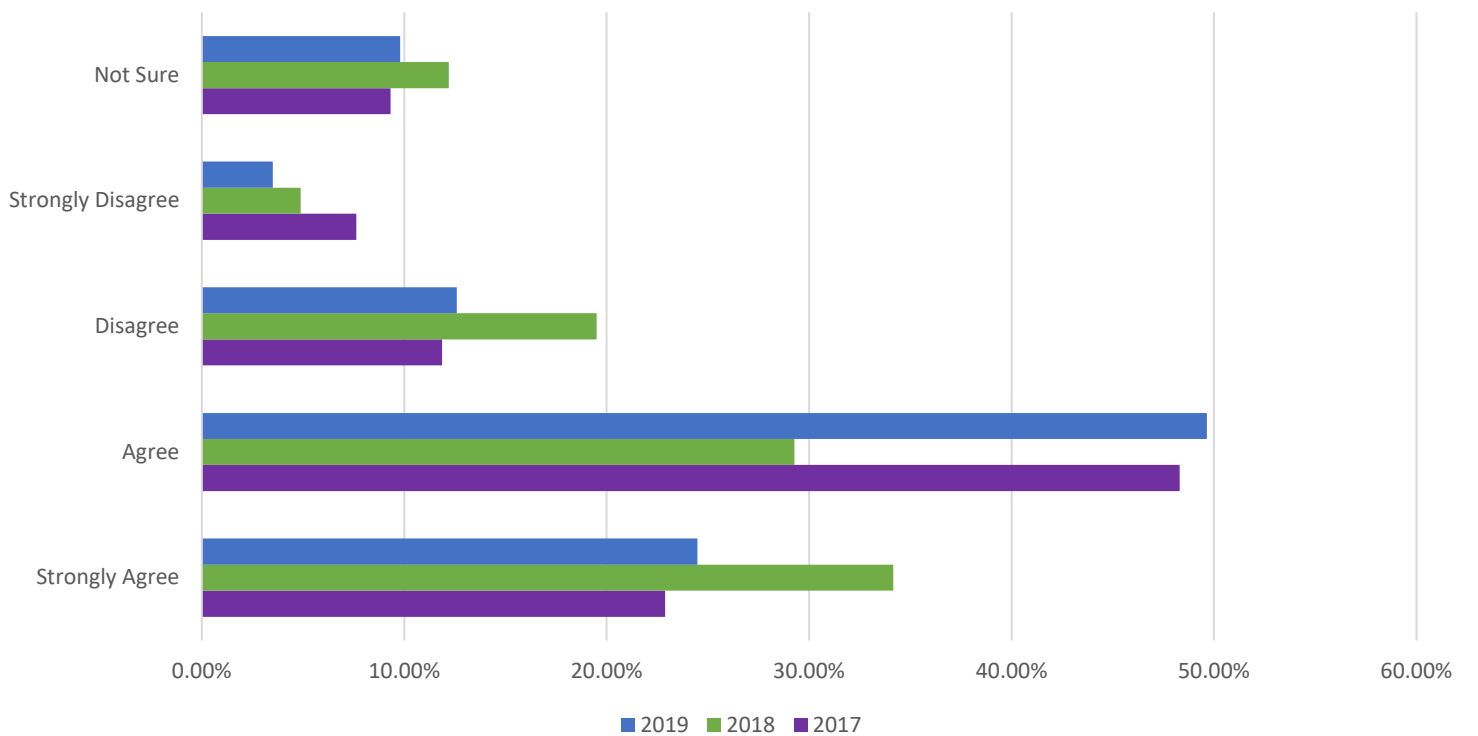
**Q15 I know the location of the following in my immediate work area (choose all that apply)**



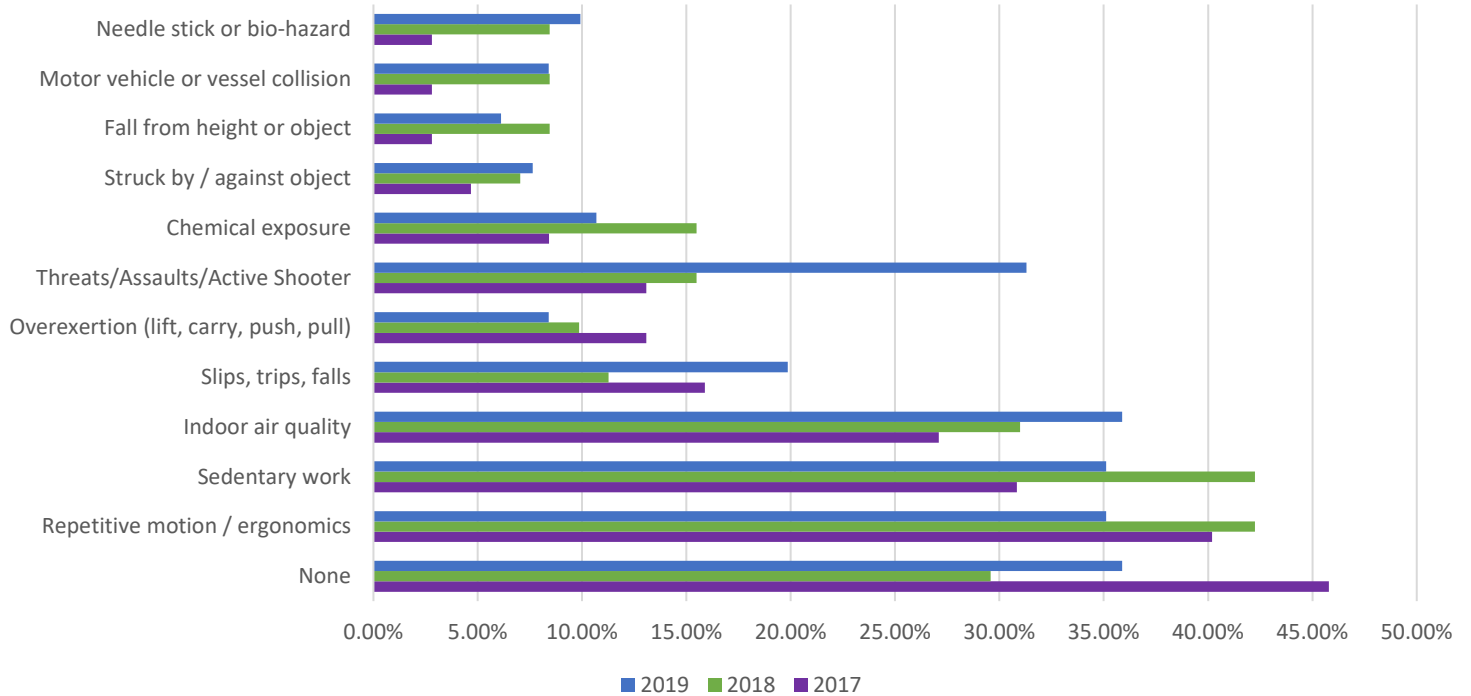
**Q16 I know who in my agency to contact for an ergonomics assessment (whether I work in a cubicle, a lab or the field).**



**Q17 I am encouraged to enroll in safety and health training.**



### Q18 I would like more information about how to prevent injury from the following safety hazards (check all that apply)



## **Q19 Is there any Safety training you need or want?**

### **Administration:**

#### **2019:**

- No, there is not. However, I do not feel that CWU takes any of these safety concerns seriously, specifically listed in this survey

### **EH&S:**

#### **2018:**

- I would like to know if there are defibrillators in buildings.
- No, but I would like to see some things in our building fixed.
- We have a need for an ergonomics professional in our workplace.
- Also, during a recent CPR/First Aid training, we were told by campus representatives that an AED Defibrillator was not purchased for the campus police cars (first responders) because of the cost. The AEDs are located in buildings across campus that are challenging to get to from our building and literally a 10 – 15-minute run to get to them.
- My institution does not provide me with appropriate PPE - I have to purchase it myself.
- Yes, Man lift use and instruction. Fall arrest. Chemical hazard documentation & The new SDS information,

#### **2019:**

- I am working on ergonomics on my desk with a specialist now.
- CPR/First Aid
- Routine food handling testing.
- Specific Policies on Biological Laboratory Waste Treatment.
- I would like safety training on all of the above topics.
- Needlestick or bio-hazard, although I don't deal with these in my typical workday.
- I would also appreciate some basic training on how to respond if there is a medical emergency in my classroom. It would be helpful for all classroom instructors to have received basic CPR training, and to know the location of emergency medical equipment and nearby fire extinguishers. It also would be helpful if telephones were installed throughout buildings that do not always have reliable cell phone signals.
- Bullying in the workplace
- Ergonomics
- A universal health and safety policy for the campus is greatly needed. Currently, it is just a mash of departmental policies, and rules that policy makers make up on the spot without citing where the regulations are coming from.

### **Emergency Planning:**

#### **2018:**

- Yes! Should talk about emergency plans.

#### **2019:**

- Earthquake
- An office exercise in evacuation from fire and or active shooter.
- How to defend against a threat/assault/active shooter. How to barricade my office?
- A better understanding of where to go when evacuated for any reason

- If not having any safety plans or planned evacuation protocols in place for most of the buildings on campus (especially the newest ones and the SURC) is not enough. Then maybe better proof of this is supported even more with the active shooter situation Feb. 6th, and two bomb threats in 2007.
- The Emergency Preparedness employee training would be more helpful if it were in person and tailored to our specific setting, rather than a generic online training.

### **Facilities:**

#### **2018:**

- We also need to be protected from building demolition/construction in our work place environments. I am concerned about the airborne dust and debris that could potentially be hazardous from buildings demolished around us. At the very least, it would be critical to have PSAs that shared that aspect of building/construction was being addressed

### **Human Resources:**

#### **2018:**

- Stress reduction/relaxation and perhaps a mindfulness training session
- OSHA 30 for Entertainment, Entertainment Z359

#### **2019:**

- How do deal with potentially volatile, explosive people.
- I would like training in the language to use with those who behave in a threatening manner - how to diffuse a situation until the appropriate personnel arrives, plus I would like training to deal with colleagues who have medical both physical and mental issues.
- conflict resolution and de-escalation
- We have no specific code word or plan of response for active shooter and other emergencies (EX: KKK member came in posing as a student but saying awful things an employee was not able to signal us. Luckily, we suspected a problem and called the police when he left the building.) While I know what I would do, our Department has not established a specific plan of action. Our office is half windows and there is no real safe space to hide or protect ourselves if an active shooter is outside or in the building.
- I would like to see more active shooter training and the establishment of real safety zones here.
- Yes, Safety training is limited and most employees need more.

### **Public Safety:**

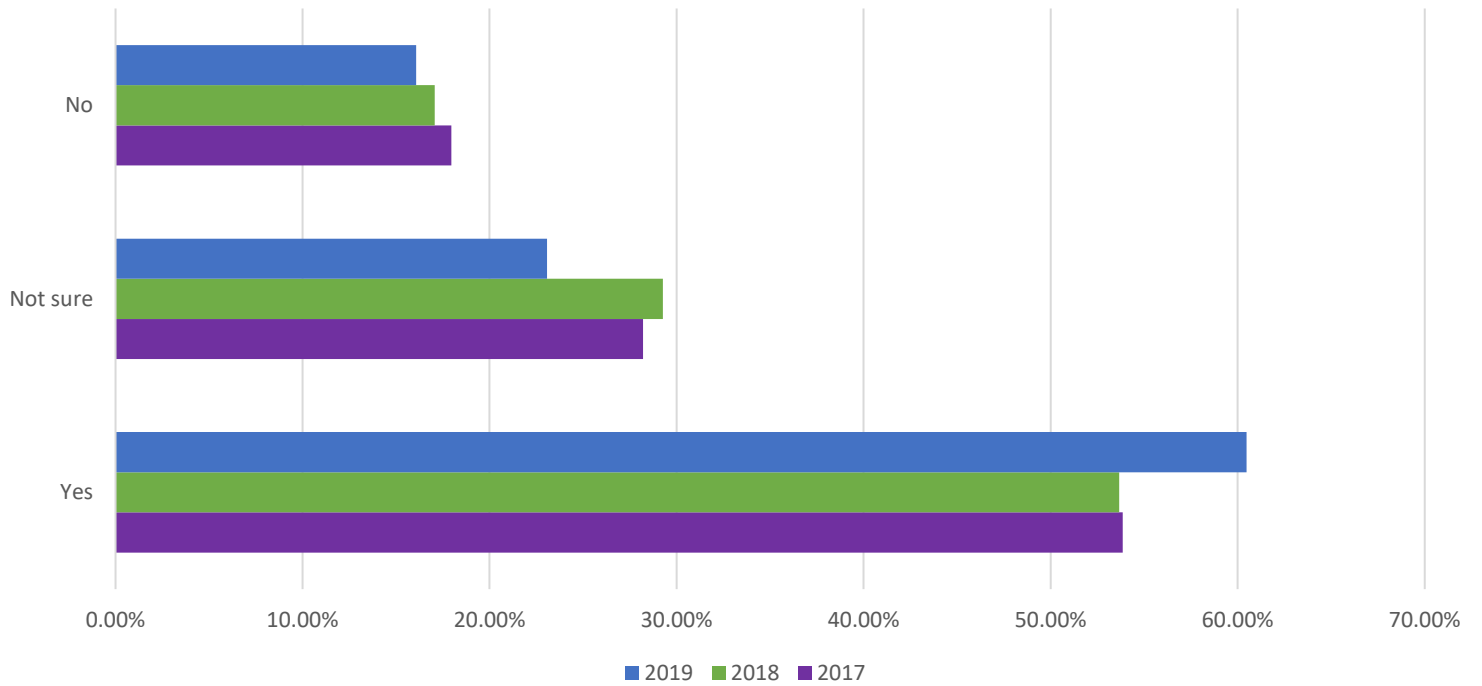
#### **2018:**

- Active shooter.
- Women's self-defense.

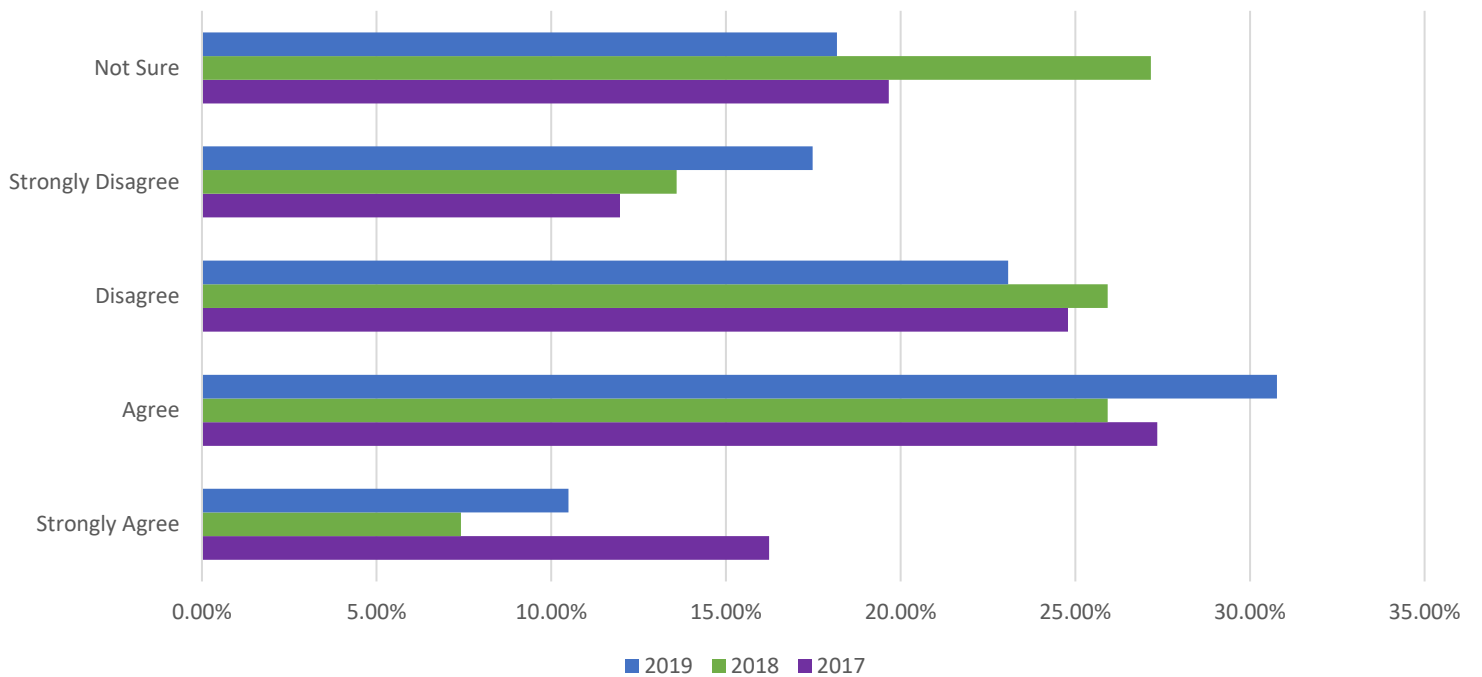
#### **2019:**

- Self-defense and how to "hide" or secure my office if there is an active shooter.
- Self-defense.
- I would appreciate safety training regarding active shooters or other threats, but specific to my building and the classrooms where I teach (e.g. best exits, how to quickly lock the doors from the inside, etc.).
- Active shooter.

### Q20 I have up to date training to identify and prevent hazards that occur on my job.

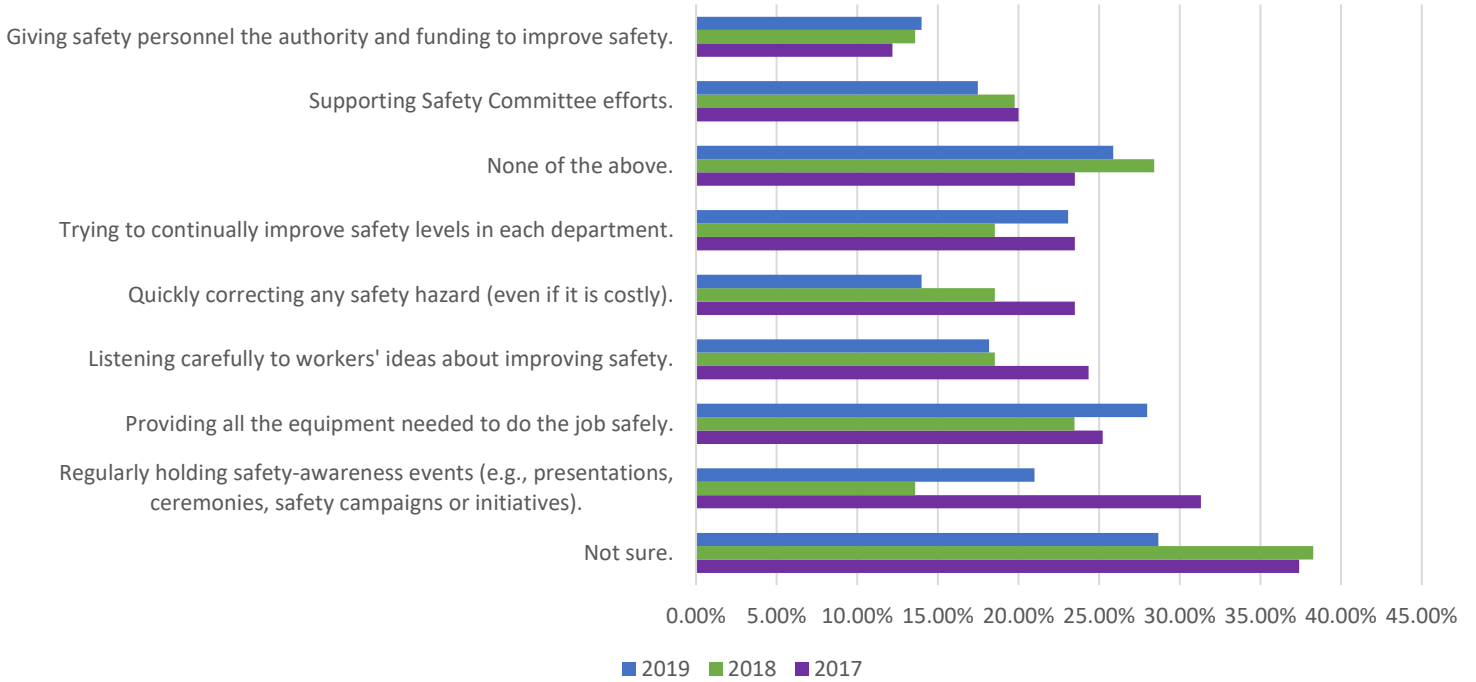


### Q21 Executive Management demonstrates a commitment to worker safety and health through active involvement.

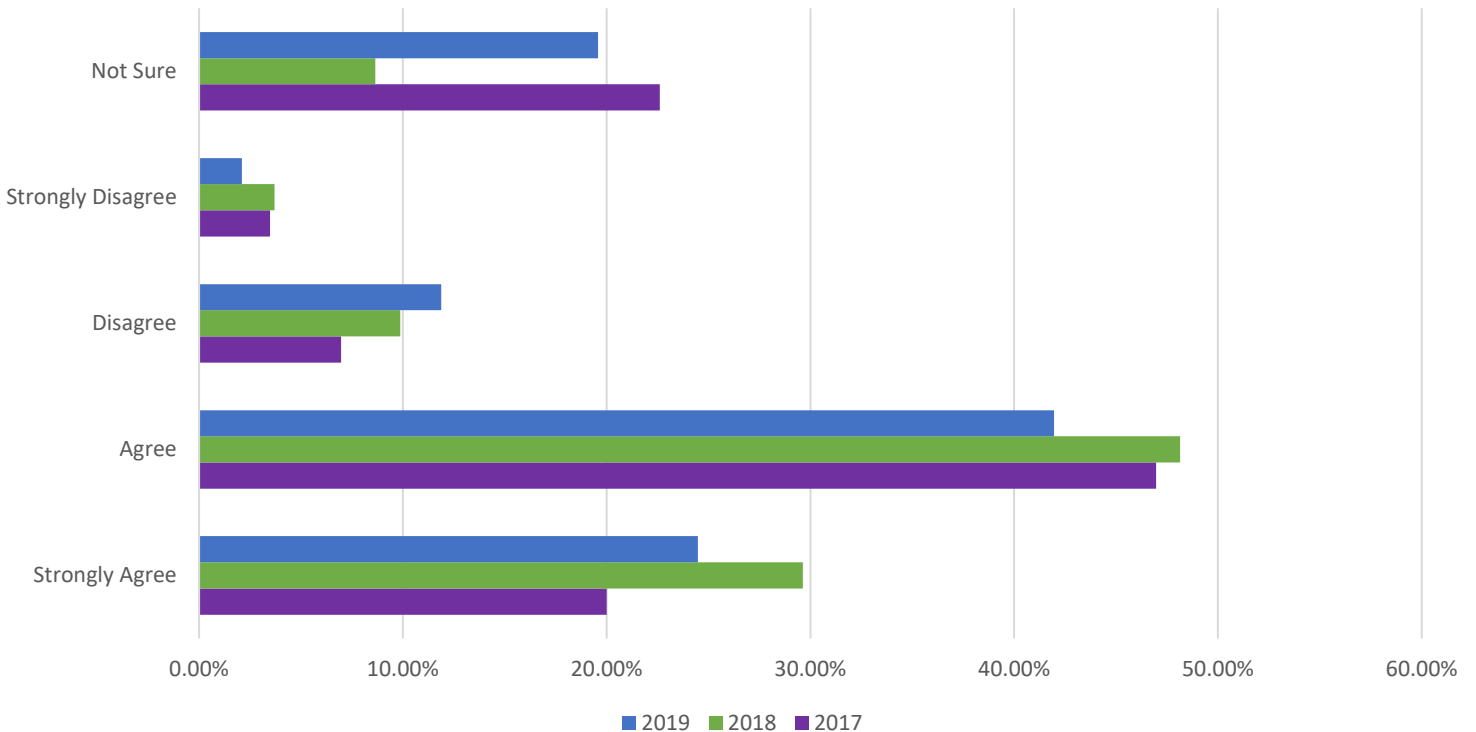




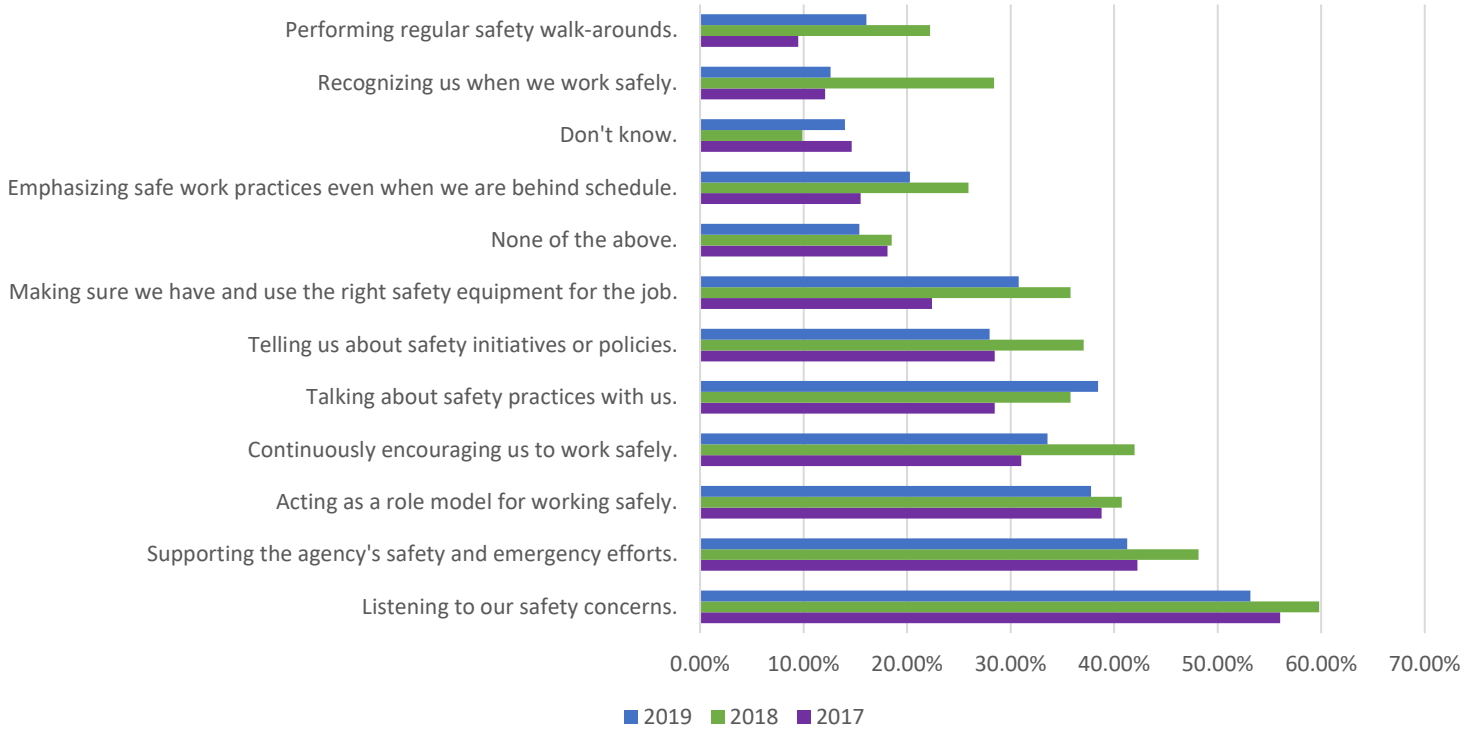
**Q22 Executive Management demonstrates a commitment to safety by:  
(Check all that apply)**



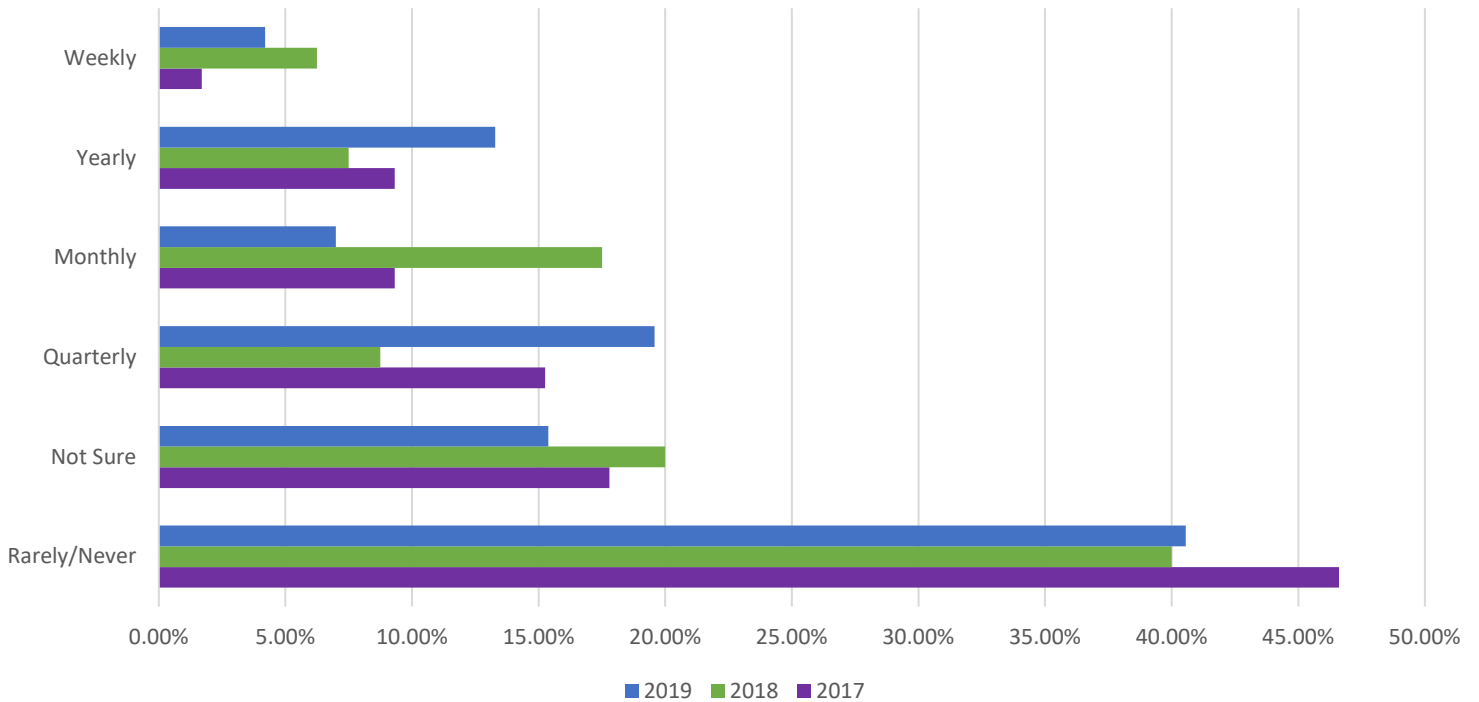
**Q23 My supervisor demonstrates a commitment to safety through example.**



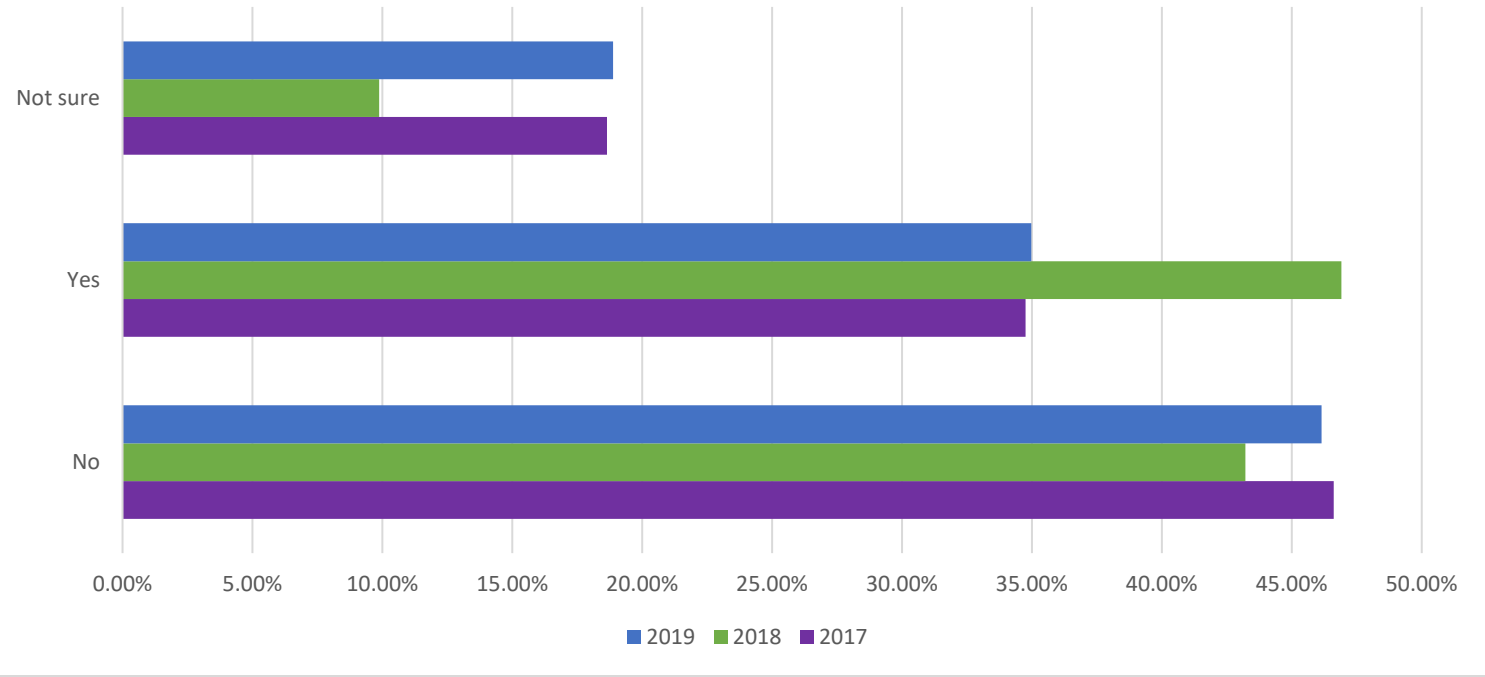
**Q24 My supervisor demonstrates a commitment to safety through example by: (Check all that apply)**



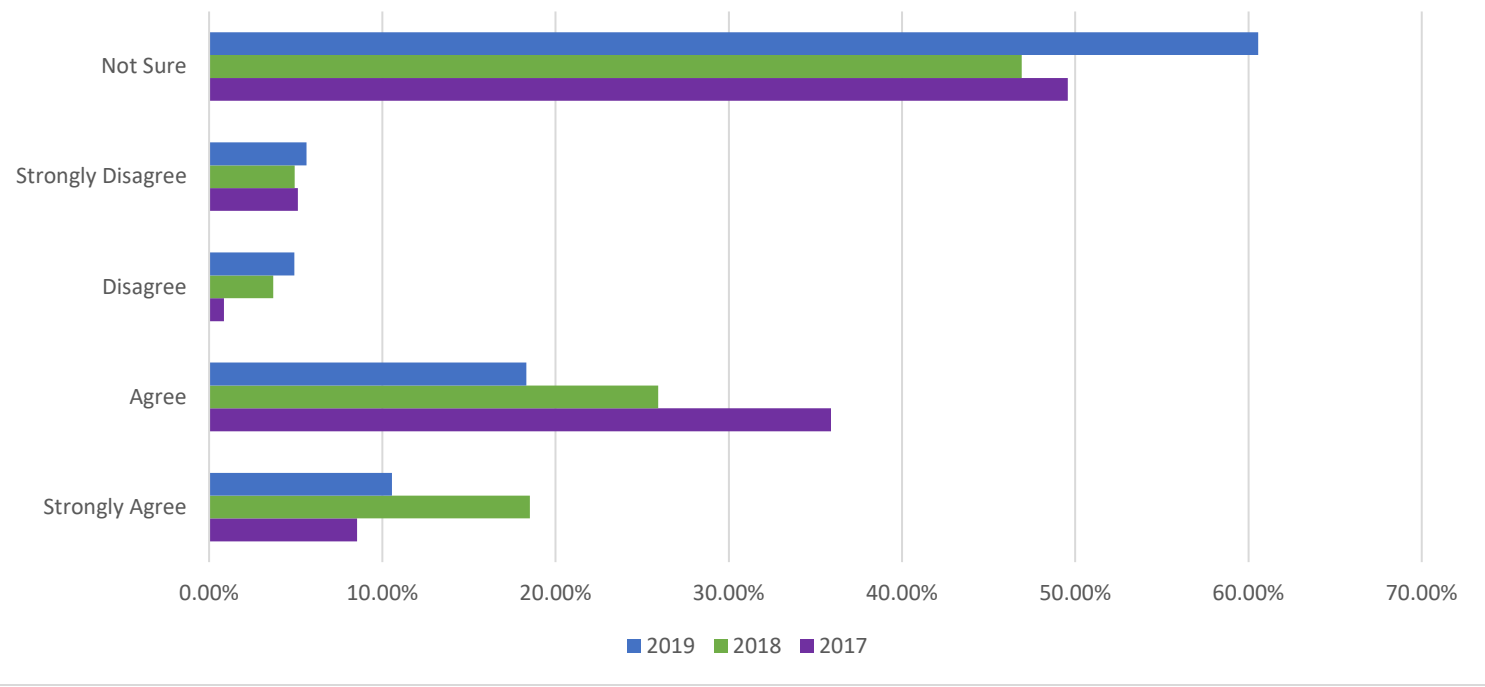
**Q25 A safety topic is on the agenda of staff meetings:**



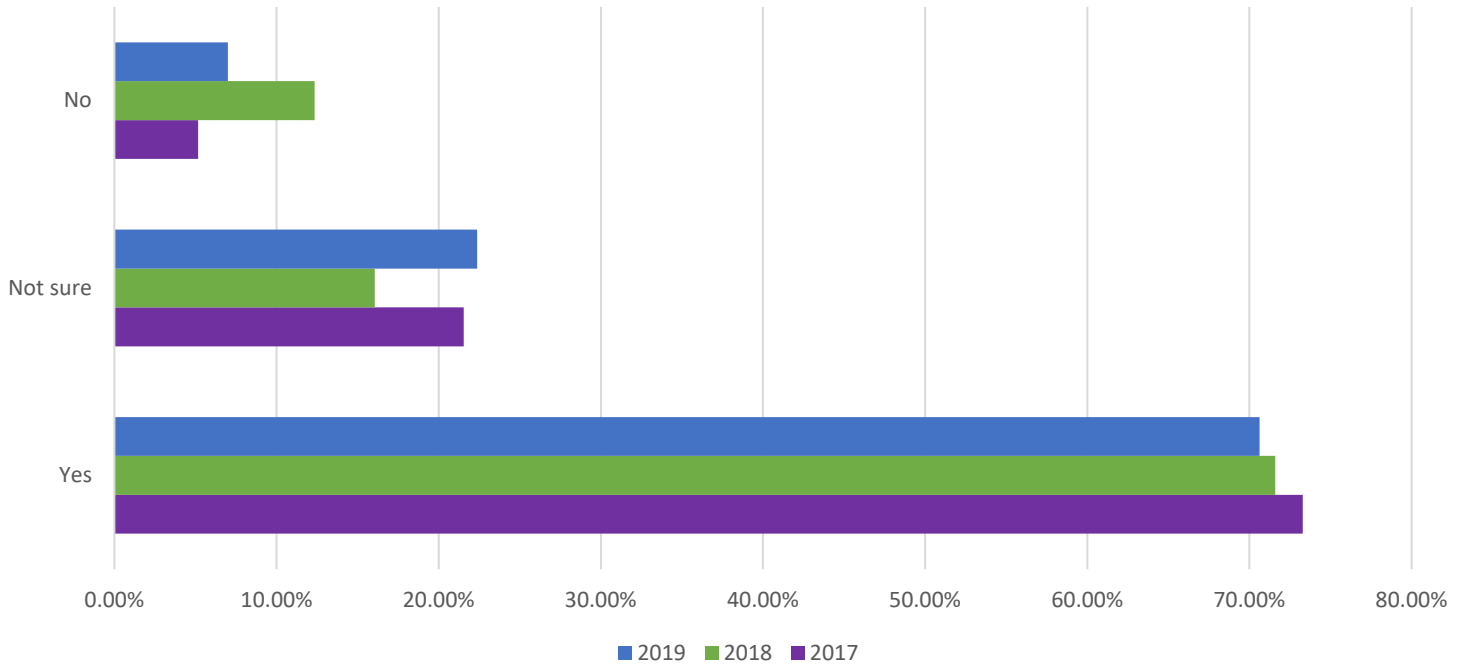
**Q26 I know who my safety committee representative is.**



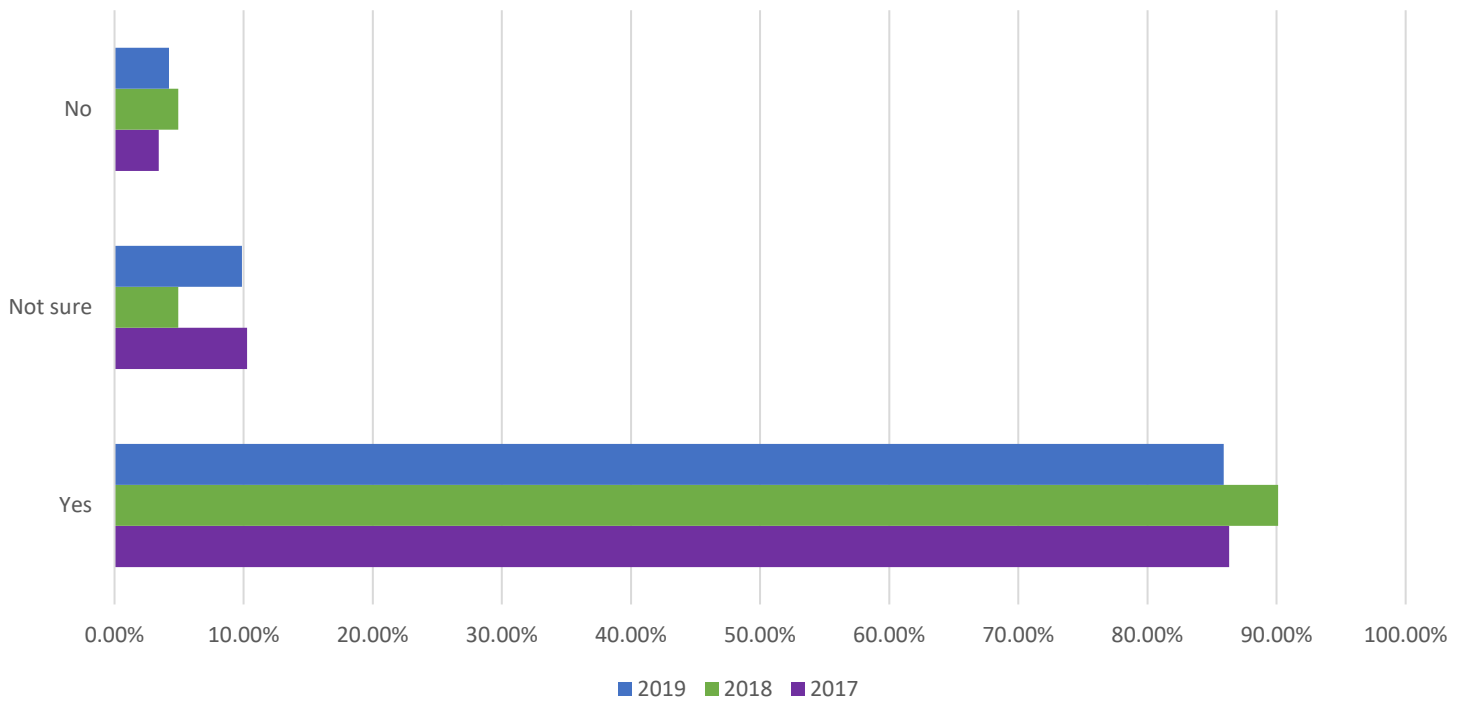
**Q27 My safety committee is responsive to safety suggestions and concerns from employees.**



### Q28 I understand my role in relation to workplace health and safety.



### Q29 I share responsibility for safety at work.



## **Q33 Please provide comments or ideas on how we can improve our safety program.**

### **Administration:**

#### **2018:**

- I do not believe the university administration gives the Environmental Health & Safety Department on the CWU campus the support they need to keep our workplace safe. Inadequate funding for and oversight of that department leaves many gaps in the health and safety of all employees and students - the liability appears great, and my perception is that our administration isn't invested in this at all.
- With the increase in staffing for EHS, there has been no increase in resourcing. We have experienced a wave of hazard identification with no resources to assist in fixing and a safety staff that expects departments to use their scarce ABB/RCM resources to make up for years of deferred safety investment. The insistence that academic departments implement safety programs without the involvement of guidance from the college deans is ludicrous. I consistently complete this survey year after year and the only thing that changes is the University's attempt to problem solve by hiring more administrators.
- there are all about safety unless they have to spend any money on it.
- Funding
- Encourage higher-level administration to support an ongoing climate of safety
- Individual departments at CWU do a pretty good job. Institutionally, we are a wreck. At this time last year, EH&S literally had one employee. We had two failed searches for a director, and finally hired someone who seems pretty incompetent but likes to threaten people a lot, and also hired a spouse of an administrator as a "consultant". We did finally hire some inspectors a couple of months ago, but they don't seem well-trained. The one employee we had in EH&S (who continues to be the most helpful) appears to be abused by the new director...sigh.
- Safety needs to be incentivized at the University level. Currently, the safety culture is poor and compliance focused with little collaboration between EH&S and operating units.

#### **2019:**

- Our Executive Managers are a huge hindrance to safety on our campus. They do not give the University Safety Committee the power of decision making.
- It is also not the impression of this employee that my safety is of any concern to that level of administration; I happen to work in a department that is extremely safety conscious, so I do feel supported at that level.
- communication needs to be improved.
- Over the past five years, enrollment and use of equipment and facilities have increased dramatically in many areas. During the same period of student growth, numbers of support and technical staff at the University have been stagnant or decreased. This has led to more work for staff giving them less time for focusing on safety. Quality leadership that believe in safety culture and invest resources in making sure staff has time to deal with issues as they arise and to be proactive to prevent future issues, is necessary for a strong safety culture.
- We recently had an active shooter alert, wherein administration failed to alert us for 13 minutes while police evacuated buildings. We were not told that there was an active shooter until 13 minutes after we were told to evacuate a building. Many of us stayed with our students on campus not knowing why we were being evacuated. Administrations also commended the police for all their work in securing the campus, but failed to recognize the many faculty who barricaded

themselves and their students in rooms for several hours, waiting for an all clear from police. Faculty could have easily left campus and protected themselves, while the police were doing their job.

- Understaffing, high leadership turnover rates, lack of funding, continual budget cuts, and lack of support from the administration have contributed to a less than safe environment at CWU. The administration spends freely on wasteful items that do not contribute to the health and safety of students, staff, and faculty. The administration needs to focus more on our core responsibility for a safe learning and working environment rather than spending huge budgets on PR, real estate purchases, and athletics (yes-state funds are regularly diverted both directly and indirectly to athletics.)
- CWU needs better communication, active participation from upper administration, and better engagement with staff.
- the president needs to get behind and SUPPORT our safety depot and workers concerns
- The safety culture at CWU is almost entirely focused on emergency response, rather than prevention. I believe with more safety training and awareness, the safety culture at CWU can improve. Some factors contributing to the poor safety culture are due to lack of the administration taking safety concerns seriously. For example, the university president is known to jay-walk across a very busy road and also drive a golf cart type vehicle around campus without his seat belt.
- These issues have repeatedly been brought to the attention of administrative individuals, but none of them have seemed to be addressed. Until EHS reports to the president directly and the administration shows that they personally care about the health and safety of the CWU community, the safety culture will not improve.
- The information given to them was often incorrect/not factual)- clear details about the hazards that might exist and the 'real' timeline for remedial work involved and quick efficient responses.
- Nice survey.... too bad that CWU does not seem to care. In the years I have been at CWU I have NEVER heard one word from "executive management" about safety. I would add that snow removal is a total joke. Stairs that are 12-15 feet wide get a 2-3-foot path cleared through the middle, not even close to a handrail. Some sidewalks are never cleared; they just have to melt or be cleared by foot traffic. Safety? A totally ignored issue for the average employee and all of the students.
- Safety regulations have gotten out of hand and are contributing to taking away common sense practices from the workplace.
- More training, more money to improve buildings, inside and out.
- Funding seems to be the issue every time. So things do not get repaired or they are temporarily repaired. We have an old campus with old buildings that need updating. Also, there are many campus vehicles driving on campus.
- Implement the APLU's actions that support a culture of safety (<http://www.aplu.org/projects-and-initiatives/research-science-and-technology/task-force-laboratory-safety/Roles.html>) : President should: Demonstrate that safety is a core value of the institution through public discussion of the importance of safety, by providing adequate resources, and by developing effective policies. Understand that hazards exist not just in the labs of chemistry departments, but in other settings, such as other types of laboratories, performing arts spaces, art studios, and field research sites. Appoint an institutional lead and leadership team responsible for facilitating the building of a culture of safety (include language on authority and accountability). Be transparent on roles, responsibilities, and accountability. Align the reward and recognition

system with efforts to promote safety, attending to hiring, promotion, tenure, and salary decisions for faculty. Assume ultimate responsibility for safety.

### **Education:**

#### **2018:**

- Start by analyzing how the faculty treats safety and academic freedom. Faculty that I am associated with don't think safety is a priority, the things I see them and their students do have no regards to safety what so ever. This seems to be the norm for higher education and standards needs to be set. Start making them accountable for their actions and make consequences whether they are tenured or not.

### **EH&S:**

#### **2018:**

- I feel that our own EH&S and Facilities staff are helpless because it is a job site that is "owned" by the contractor for the duration of the project. These companies usually have their own safety programs, but I don't feel there is a consequence for them when an accident happens on our campus.
- Ergonomics are great to study, but the standard grey office chairs provided and approved by the ergo committees seem cheap and of poor adjustability. If you really want to improve, look at chairs like the Herman Miller Aeron and other high quality chairs. Look at the negative effects of sitting and offer standing desks. Look at the concrete floors with no padding under the carpet and learn how it affects knees and posture as you take 10,000 steps a day on it. Also, mental safety in the office should be more of a concern. Look at the fluorescent lights, office/computer background noise, repetitive job duties, beige walls and other factors that affect sanity. Compared to the private sector, much of the equipment here is of low quality and is designed to be cost efficient rather than comfortable and safe for use over a decade or more.
- As an office employee, sedentary work is especially of concern for me. I've been having back problems and have gained weight since starting this job. However, ergonomics expenses are the burden on the requester, and so I can't afford to have the office transformed to have a standing desk that would prevent chronic health problems from sedentary work. More needs to be done to guarantee funding for safety improvements of that nature.
- CWU used to have an ergonomic person that you could contact, and they would help adjust your chair, desk, keyboard, etc. to prevent bad backs, wrists, etc. We no longer have that, and when asked we are told that it is not necessary.
- EHS strong arms departments and employees. The new EHS manager has moved away from consultative and moved aggressively toward enforcement. He tends to go above department chairs and managers to speak directly to their supervisors. By going over their heads creates an adversarial relationship
- I am an instructor and shop supervisor who regularly works to maintain a safe and up-to-date shop. In my last 15 years here there has been no effort by those above me to provide me with new up-to-date safety training.
- For my line of work, ergonomic information would be helpful. Particularly knowing whom to contact to set up an office space.
- The current EH&S management outright refuses to engage in meaningful conversations with staff and faculty. Little training is given in terms of safety at the university level, and unsafe practices are not properly addressed by management. EH&S management abdicates their

responsibilities to lower-ranking employees and does not adequately address safety issues brought to their attention.

**2019:**

- Just make sure to handle hazards quickly.
- Ergonomics have been all but eliminated at CWU. The Environmental Health and Safety department, which should have full support of the President as well as decision-making authority, currently reports to the Police Chief and that is not serving that department or the university well.
- Offer CPR/First Aid training during regular work hours, in increments of 4 hours or less (even if multiple sessions will be required to complete), that employees can attend (preferably for free) with their supervisors' prior approval. And/or offer CPR/First Aid training during regular work hours to entire departments/divisions so everyone can attend at the same time.
- Regular safety inspections are not done by our EH and S. They put this task on our classroom technician whose job is to set up labs. They are not given "time" to conduct inspections, nor should they have to. The task should fall on our EH and S crew. We moved into a newly built building and were having issues with air quality. I was pregnant at the time and forced to work in my office that was pumping in air from outside that was contaminated with exhaust from the neighboring new building being built. I was given no accommodation and was left to inhale this terrible air all day. Personal Protective Equipment purchases are left to the departments. Our academic budget is used to purchase safety equipment. There is no budget in place for such purchases, so we have to determine if we need to buy office supplies or safety equipment. Our EH and S have never provided any safety equipment or budget to support. No funding provided to improve safety from Executive Management.
- Routine food handling. We have far too food poisoning incidents at our school, and we never seem to find/care about the issue.
- Provide First Aid kits and AED for all departments/buildings. Currently, it is up to the department to individually buy these items. If we have money in our budget, we can buy a first aid kit. If we don't have the money in our budget, we can't. Our health and safety department doesn't provide any of these items.
- There is no feedback on any safety concerns that are submitted. We used to work in Shaw-Smeyster building. One of our staff reported issues with the air quality two years before the problem was finally looked into with any serious effort. What was found? Black mold... We have now moved to the new Samuelson building, where multiple safety concerns have been raised, and then seemingly ignored. Facilities close the work order before the 30-day metric is hit, but they routinely never do the work. Even when the safety concerns are reported as such, little to no work is ever done to fix the issues. It seems like they just hope we forget, and our health and safety is of little concern to them.
- One other thing is that I was put in charge of a move of shifting very heavy books on a timeline. It was a lot of heavy, repetitive lifting work. I did it because it was my job and I didn't want everyone to think that I was just trying to get out of it or was too old to do the job. I like that kind of work if it could have been done over time without a strict deadline. It bothered my hands and arms to the point where they were both numb and painful. I don't like to complain, but it was hard on me physically.
- Facilities workers often practice unsafe work in plain sight - such as standing on the top rung of a ladder, on one foot, leaning across a fire sprinkler system, in order to reach a pipe within the



ceiling. State vehicles are regularly driven on walkways, narrowly avoiding pedestrians and bikers

- The Environmental Health and Safety department only consists of three individuals, which is nowhere near enough people to manage health and safety for a university of more than 13,000 students and employees. Western Washington University is a similar size university, yet they have at least 7 EHS employees
- Providing stand up desks for employees, advertising ergonomic chair/desk assessment and that we can pick out new chairs (I have worked at CWU for four years and only learned about it this year)
- Costs at Central Washington University related to safety equipment and training are passed around with no one wanting to foot the bill or take responsibility resulting in nothing happening. Recently, EHS tried to delegate the task of creating building evacuation plans to department secretaries and classroom support staff.
- As mentioned in a previous comment, I think safety training for employees would be more effective if it were in person and tailored to our workplace, rather than generic online training. In particular, as a classroom instructor.
- I also would appreciate training on how best to respond to common types of medical emergencies.
- Provide safety posters for university buildings
- Need to make sure employees aren't exposed to asbestos -- that's been raised as a potential issue in some of the older buildings, and we've been given conflicting accounts by Facilities staff as to whether asbestos exposure may be happening.
- CWU used to have a person on staff that assisted people with ergonomics. I don't believe we have anyone knowledgeable and dedicated to that anymore, nor do I know of dedicated funds put towards purchasing proper, ergonomic equipment.
- AIR QUALITY
- The safety culture at CWU is terrible. Our EH&S department is completely ineffective. The president says safety is a priority, but the general opinion is he is an empty statement he makes because he has to. He has no interest in supporting Environmental Health and Safety and is only interested in the "enforcement" side of safety, i.e., the police department.
- Subsidies for better chairs and better desks. Having gone from a basic Herman Miller chair in my last job to supposedly one of the "nicer" generic office equipment chairs found in most places around here, my posture and neck/back suffers much more than it used to. Laptops, instead of PCs, would also provide more flexibility in choosing a less noisy place to work long-term, reducing anxiety.
- A top-down approach needs to be used at CWU. Upper administration does not show interest in supporting safety at CWU. The workforce is long-standing and culture cannot be cultivated until change is made at the top. The EH&S department is not supported (see reporting structure and policies) and is unable to enact change because of the reasons listed above. The university is on cruise control and needs to be evaluated before something serious happens.
- Add more AED Defibrillators on campus. Each building should have one.
- The Environmental Health and Safety program needs to be valued at the highest level of this institution. There is no support from executive levels at all. With the department placed under the police department, it shows how the university feels about workplace safety, that the EHS department is not very important.

## **Emergency Planning:**

### **2019:**

- Buildings on campus have zero cell phone service in certain classrooms and designated work areas. Due to the recent active shooter scare, I demand that ALL buildings on campus have appropriate cell phone service. How are we to know of an incident if we don't/can't receive these text alerts. We have been told it's too expensive to install a solution. Then figure something else out.... seriously. A light flashing system - if the lights in the hall are flashing blue = active shooter if the lights flash red = fire if the lights flash green = earthquake. It is unacceptable to say that there is no solution. Our students' lives should not be put at risk because it costs too much. I will raise this issue to the public if nothing is done to solve this. I am happy to publicly announce the issues with communication about an active shooter. This is bullshit.
- Aside from an outdated Emergency Preparedness training, which even the University Police cannot even follow, there is little to no training. There are no "what to do in an emergency plan" in place for most, if not all buildings on campus.
- Additionally, the university building new buildings and not taking into account of the proactive safety needs; for example, having reception/secretary staff trapped at their desks with no safe way to get out of the way of harm. These are only a few of many issues concerning safety at CWU.
- I would appreciate training on how best to respond to an active shooter or other threat, within my classroom. All classrooms should be equipped to lock from the inside, and have a way to quickly determine from the inside whether the door is locked.
- I think the university should invest in telephones in or near classrooms, particularly in buildings that do not always have reliable cell phone signals.
- And there should be a safety plan in place as a requirement for every department.

## **Facilities:**

### **2018:**

- The safety issues we typically have on campus most often take place on job sites where contractors are working. I can think of three accidents in the last year where the construction sites were the accident site or cause. This includes a significant fall, insulation blowing off a roof and hitting a student, and a piece of heavy equipment's tire launching a rock into a student's head.

### **2019:**

- Central needs to be better about snow removal and decisions to close or delay classes to allow facilities to remove snow. Many students mentioned falling or nearly falling.
- Get it done. I have notified facilities about fire exit problems (e.g., loose treads on stairs; doors that are difficult to open when calm much less in an emergency) more than once and nothing has changed.
- This is brilliant timing because just this morning a coworker slipped on the way to work and broke his arm because the university refuses to shut the school down for inclement weather (3 times in 20 years). Additionally, I have been submitting work orders for building dilapidation issues for years and it's gone nowhere. The state needs to come down much harder on universities and this school in particular.

## **Human Resource:**

### **2018:**

- The safety modules suggested here need to be part of the onboarding process and routine safety training required by staff members. We are required to take a safety course for active shooter/killer and earthquake-type events. Perhaps the topics could be part of an expanded training that addresses all the safety topics the state would like us to be well versed on.

### **2019:**

- I have been the main opener and closer of the campus library on the weekends for three years. I have often felt unsafe, mainly due to the community people who come in who aren't patrons. Some are at times mentally unstable and volatile people who cause various issues and problems. I have written several incident reports over the years about it. Sometimes I close the library by myself as the only staff with only two student employees to help late at night. I don't feel that this is safe. The campus police are awesome and help when they can, but of course, they have other places they need to be. I am uncomfortable to talk much about it to my supervisor because she doesn't think it's that much of a problem and the closing is the way it's been done for years. Maybe she's just more used to it than me. We just got a new Dean, so I told her about all this.
- I would appreciate 'factual' information about issues that arise related to remediation/repair work or physical/verbal threats from others - (our own College kept us as informed as possible)
- There are supervisors who are not providing their employees time during their work hours to complete university required training. Departments are not being held accountable for making sure that (1) faculty, staff, and students know what to do in an emergency, and (2) making sure that the faculty and staff understand the training they have received.
- Make buildings and campus have better access for disabled employees.
- In addition, sidewalks are uneven, and ADA access can be limited in inclement weather (especially snow). At the end of the day, we need more funds to repair and replace problem areas on campus.

## **Public Safety:**

### **2018:**

- Increased patrolling of intersections for violations, both vehicular and pedestrian

### **2019:**

- It has been brought to the attention of administration about the hazard of bicycles and skateboarders traveling at a high rate of speed to get to a class. There are many students and faculty who get clipped or are hit by these students, but administrators have failed to address the issue, and put in place, measures to correct this issue and protect those who travel on foot.
- I would like reports written about incidents/threats to be taken seriously and to receive more than generic responses
- We have had people come in from off of the streets seeking legal counsel, and they have been threatening, and I have had to call campus police on more than one occasion. This was addressed once in a department meeting, and we never heard about it again.