

CWUP 2-35-050 Sexual Harassment

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.

(1) Students who have been sexually assaulted by their peers should refer to the university's student sexual assault response policy, [CWUP 8-40-050](#). The policy provides guidance to students in reporting sexual assaults and securing support services.

(2) 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.

[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: Jim Wohlpart]