

# WSU's Response to Discrimination, Sexual Harassment, and Sexual Misconduct

**Confidential Resources:** In most instances, service providers from the following resources can speak with individuals confidentially about their concerns.

## Employee Assistance Program

877-313-4455, [eap.wsu.edu](http://eap.wsu.edu)

Provides free, confidential and private counseling to WSU employees and can provide information, referrals and service provider options.

## Alternatives to Violence of the Palouse

509-332-4357, [atvp.org](http://atvp.org)

Community organization that provides 24-hour support services for victims of domestic and sexual violence without discrimination and free of charge.

ATVP also houses the **Whitman County Crime Victim Service Center**, which offers many of these services to all victims of crime.

## Pullman Regional Hospital

835 SE Bishop Blvd, 509-332-2541, [pullmanregional.org](http://pullmanregional.org)

## Community Health Services

For information about free and low-cost health care options, [freeclinicdirectory.org](http://freeclinicdirectory.org)

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**Non-Confidential Resources:** These offices share information only on a need-to-know basis but cannot guarantee confidentiality.

## Office for Equal Opportunity (OEO)

French 225, 509-335-8288, [oew.wsu.edu](http://oew.wsu.edu)

Conducts investigations and provides trainings about discrimination, sexual harassment, and sexual misconduct.

## Human Resource Services (HRS)

French 139, 509-335-4521, [hrs.wsu.edu](http://hrs.wsu.edu)

Assists individuals with employment needs. Works with OEO to address possible violations of EP 15.

## Office of the University Ombudsman

Wilson-Short 2 509-335-1195 [ombudsman.wsu.edu](http://ombudsman.wsu.edu)

Functions as an impartial and neutral resource to assist all members of the university community.

Unless designated as a confidential resource, WSU employees are required to inform OEO or the Title IX Coordinator of any reports of sexual harassment or misconduct

## Office for Equal Opportunity

OEO conducts investigations, makes findings of fact, and determines whether the WSU Policy Prohibiting Discrimination, Sexual Harassment, and Sexual Misconduct, Executive Policy 15 (EP 15) was violated.

OEO and the Title IX Coordinator can assist individuals in accessing resources on campus and in the community. OEO can also provide contact information for state and/or federal agencies.

Contact OEO at 509-335-8288

For information about OEO's processes and policies, visit [oew.wsu.edu](http://oew.wsu.edu)

## Kimberly D. Anderson

Director, Office for Equal Opportunity  
WSU ADA & Title IX Coordinator  
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## Human Resource Services

HRS assists individuals with their employment needs. HRS may work with OEO when matters that implicate EP 15 could also implicate policies within the purview of HRS. HRS can also work with supervisors to address any corrective or disciplinary action, as appropriate, after the preliminary investigation is complete.

You may contact HRS at 509-335-4521.

For information about HRS's processes and policies, visit [hrs.wsu.edu](http://hrs.wsu.edu).

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## Police Resources:

WSU's investigation process is separate from the criminal process. Both processes can be pursued simultaneously.

## WSU Police Department

509-335-8548, [police.wsu.edu](http://police.wsu.edu)

Law enforcement for on-campus incidents.

## Pullman Police Department

509-334-0802, [pullman-wa.gov/departments/police](http://pullman-wa.gov/departments/police)

Law enforcement for off-campus incidents.

**IN CASE OF AN EMERGENCY CALL 911**

# WSU's Response to Discrimination, Sexual Harassment, and Sexual Misconduct

**WSU policy prohibits discrimination, sexual harassment, and sex and gender based violence.**

**Discrimination:** Discrimination is unwelcomed conduct toward a particular individual, individuals, or groups on the basis of one or more of the protected statuses listed below.

- Race
- Sex/Gender
- Sexual orientation
- Gender identity/expression
- Religion
- Age
- Color
- Creed
- National or ethnic origin
- Physical, mental or sensory disability, including disability requiring the use of a trained service animal
- Marital status
- Genetic information
- Status as an honorably discharged veteran or member of the military

Such conduct is prohibited when it is sufficiently severe, persistent, or pervasive that it has the purpose or effect of creating a hostile, intimidating, or offensive environment, or unreasonably interfering with the work, academic performance, living environment, personal security, or participation in any WSU activity.

**Sexual Harassment:** Sexual harassment is a form of discrimination based on sex and/or gender. Sexual harassment encompasses unwelcome verbal or physical conduct of a sexual nature.

**Sexual Misconduct:** WSU policy prohibits sexual misconduct and other forms of sex and gender based violence as forms of sexual harassment. This includes, but is not limited to:

- Non-consensual sexual contact;
- Sexual exploitation;
- Intimate partner violence (dating violence); and
- Stalking

*One instance of sexual misconduct will be considered **sufficiently severe, persistent, or pervasive** to rise to the level of sexual harassment.*

**Workplace Violence and Bullying:** BPPM 50.30 states that while on University property or while conducting University business, each employee, student, or representative is prohibited from subjecting any other employee, student or individual to any violence or threat of violence. This prohibition includes, but is not limited to, domestic or intimate partner violence. (Within the purview of HRS)

**Executive Policy 28: Policy on Faculty-Student and Supervisor-Subordinate Relationships:** Faculty or anyone in a supervisory role is prohibited from having supervisory responsibility over a student or subordinate with whom he or she is currently having a romantic and/or sexual relationship. (Within the purview of HRS)

The language above represents only excerpts of the referenced policies. Visit [oeo.wsu.edu](http://oeo.wsu.edu) and [hrs.wsu.edu](http://hrs.wsu.edu).

Retaliation and Interference are prohibited. This includes any act that would dissuade a complainant from reporting or participating in an investigation, or that would delay or disrupt an investigation. Retaliation is treated as a separate violation of policy.

## Step 1: Filing a Complaint

To file a complaint or make a report, contact an OEO. They can explain the complaint procedures and processes. Visit [oeo.wsu.edu/file-a-complaint/](http://oeo.wsu.edu/file-a-complaint/) for more information.

## Step 2: Investigation Process

OEO will determine whether or not EP 15 is implicated. In some instances, representatives from OEO and HRS will jointly conduct the investigation. The reporting party may determine the extent to which they will participate in this process. In some situations, the University may be required to proceed with an investigation regardless of whether the reporting party decides to participate in the investigation process.

## Step 3: Corrective/Disciplinary Process

If OEO determines that a violation of University policy has occurred, HRS and the employee's appointing authority will be notified. HRS and the employee's appointing authority will determine appropriate corrective and/or disciplinary measures. Both parties are afforded a limited opportunity for response and appeal of an investigative determination.