

TA 7/31

ARTICLE 7 – NON-DISCRIMINATION, SEXUAL HARASSMENT, & WORKPLACE VIOLENCE

- 7.1 The University and the Union agree that the parties will continue to comply with the equal opportunity/affirmative action in employment, specified in WAC 106-72-005, as follows:
- 7.1.1 The University will:
- (a) Recruit, hire, train, and promote persons in all job titles, without regard to race, color, creed, religion, national origin, sex, sexual orientation, gender identity and gender expression, age, marital status, disability, or status as a disabled veteran or Vietnam-era veteran.
 - (b) Ensure that all personnel actions such as compensation, benefits, transfers, terminations, layoffs, return from layoff, reduction in force (RIF), University-sponsored training, education, tuition assistance, and social and recreation programs, will be administered without regard to race, color, creed, religion, national origin, sex, sexual orientation, gender identity and gender expression, age, marital status, disability, or status as a disabled veteran or Vietnam-era veteran.
- 7.1.2 Central Washington University is committed to affirmative action for Asians, Blacks, Hispanics, Native Americans, women, persons forty years of age or older, persons of disability, and disabled veteran and Vietnam-era veterans. This commitment is expressed through the University's efforts to eliminate barriers to equal employment opportunity and improve employment opportunities encountered by these protected groups.
- 7.2 It is the policy of the University to maintain a work and academic community which is free from sexual harassment. Sexual harassment violates state and federal law and will not be tolerated. The University maintains and will continue to maintain, written policy that outlines the University's procedures for dealing with sexual harassment (*see* General University Policies and Organization #2-2.2.3.2: Policy on Sexual Harassment).
- 7.3 As stated in 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: submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or career advancement; submission to or rejection of such conduct by an individual is used as a basis for employment decision or academic decision affecting such individual; or 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.
- 7.4 The University is committed to maintaining a work environment that is as free as possible from acts or threats of violence or intimidation. The University will make

reasonable efforts to ensure the safety and security of the University's employees, students, and faculty. The University maintains and will continue to maintain, written policy that outlines the University's procedures for dealing with domestic violence and violence in the workplace (*see* General University Policies and Organization #2-2.54 and #2-2.49).

- 7.5 In the event that the provisions of the Washington Administrative Code or University policy referenced in this Article are changed or amended, the University will provide written notice of such changes to the Union, and such changes will be incorporated into the Agreement.
- 7.6 Complaints alleging discrimination and/or sexual harassment will be directed to the Office for Equal Opportunity, and will not be the subject of grievances under ARTICLE 25 – GRIEVANCE AND COMPLAINT PROCEDURE. Faculty members may, at their option, have Union representation at any meeting related to a complaint of discrimination or harassment under the University policy.

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