

EXHIBIT 5

Western Washington University

Sexual Harassment Prevention Policy

SEXUAL HARASSMENT PREVENTION POLICY

Preamble. Sexual harassment is a form of sex discrimination which is prohibited by Title VII of the Civil Rights Act of 1964, Title IX of the 1972 Education Amendments, and the laws of the State of Washington. When the University becomes aware of allegations of sexual harassment, it is bound by state and federal law to investigate those allegations, stop the harassment if it is found to exist, and take measures to ensure a working and learning environment that is free of sexual harassment.

Policy. Western Washington University is committed to providing a positive learning and working environment for its students and employees and will not tolerate sexual harassment. Anyone who is found to be in violation of this policy will be subject to a range of sanctions, including written reprimand, termination or expulsion.

For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to such conduct or activity is made either explicitly or implicitly a term or condition of an individual's employment or academic progress
- Submission to or rejection of such conduct or activity is used as the basis for employment or evaluation
- Such conduct or activity interferes with an individual's employment or educational advancement
- Such conduct or activity creates an intimidating, hostile or offensive environment

Sexual harassment can occur between persons without regard to gender, age, appearance, or professional status.

The University is committed to providing all members of its community with education and training about the nature and consequence of sexual harassment, and procedures for handling complaints. Training is particularly essential for persons in supervisory roles who can face personal liability if they fail to take appropriate action when they become aware of instances of sexual harassment.

Retaliation against anyone reporting or thought to have reported sexual harassment is prohibited. Such retaliation is a violation of this policy and will be considered independently of whether a charge or informal complaint of sexual harassment is substantiated. Encouraging others to retaliate also violates this policy.

Individuals who believe they have been subjected to sexual harassment are encouraged to report incidents to the proper authorities, as outlined in the Discrimination Complaint Procedure. Such reports will be treated with respect and diligence.

Adopted by the Board of Trustees on April 12, 1996

Updated by the President on December 7, 1998