

Resources

Discrimination Complaints:

- **Equal Opportunity Office** — OM 345; 650-3307 or WA Relay: 711
 - The Vice Provost for Equal Opportunity and Employment Diversity is Western's Title IX & ADA Coordinator



University Services:

- **Title IX and ADA Coordinator** — OM 345; 650-3307 (voice) or WA Relay: 711
- **disAbility Resources for Students** — OM 120; 650-3083 (voice) or 255-7175 (video phone)
- **Employee Disability Services** — HU 203; 650-3774 (voice) or WA Relay: 711
- **Consultation and Sexual Assault Support (CASAS)** — OM 585B; 650-3700
- **Counseling Center** — OM 540; 650-3164
- **Student Health Center** — CS 201; 650-3400
- **Office of Student Life** — VU 506; 650-3706
- **University Police/Public Safety** — CS 131; 650-3911 (emergency) or 650-3555 (report)
- **Parking Services** — OM 110; 650-2945
- **Veteran Services Office** — OM 280; 650-3324

Employee Relations/Management Issues:

- **Human Resources** — HU 203; 650-3307 (voice) or WA Relay: 711
- **Employee Assistance Program** — 1-877-313-4455 or WA Relay: 711

Employee Associations:

- **Faculty Senate** — OM 350; 650-6808
- **Professional Staff Organization (PSO)** — www.wvu.edu/pso/
- **Minority Employee Council (MEC)** — www.wvu.edu/mec/
- **Lesbian, Gay, Bisexual, and Transgender Advocacy Council (LGBTAC)** — www.wvu.edu/lgbtac/

Associated Students Resources:

- **Resource & Outreach Programs** — VU 511; 650-6127 — as.wvu.edu/rop/
- **Ethnic Student Center** — VU 420; 650-7272 — as.wvu.edu/esc



Equal Opportunity Office/Title IX and ADA Coordinator
Old Main 345, MS-9021
516 High Street, Bellingham, WA 98225
Phone (360) 650-3307 • WA Relay: 711 • eoo@wwu.edu
www.wvu.edu/eoo

To request this brochure in alternate formats, call the ADA Coordinator at (360) 650-3307 (voice) or WA Relay: 711

Know Your Rights

Equal Opportunity and Inlusiveness at Western



Equal Opportunity Office

www.wvu.edu/eoo



Active Minds Changing Lives



inclusion

What does the Equal Opportunity Office do?

The Western Washington University (WWU) Equal Opportunity Office (EOO) assists faculty, staff and students by implementing both non-discrimination laws and University policies that prohibit discrimination and by helping create an environment in which diversity and inclusiveness are valued. It also works to increase access to WWU employment for women, people of color, people with disabilities, and veterans who have traditionally faced barriers to employment opportunities.

Equal Opportunity laws and WWU policies forbid discrimination in employment and education based on the following protected characteristics:

- Race
- Color
- Creed
- Religion
- National Origin
- Sex
- Disability
- Age
- Veteran Status
- Sexual Orientation
- Gender Identity and Expression
- Marital Status
- Genetic Information

Affirmative Action Executive Order 11246 requires WWU to undertake proactive steps to achieve a diverse workforce when women and people of color are underutilized in WWU's workforce, with respect to their availability in the labor market.

"The price of the democratic way of life is a growing appreciation of people's differences, not merely as tolerable, but as the essence of a rich and rewarding human experience."

– By Jerome Nathanson

Discrimination or Harassment Concern or Complaint

WWU faculty, staff, students, applicants for employment or admission, and recipients of University services who believe they have been discriminated against or harassed on the basis of a protected characteristic listed in this brochure, may discuss their concern or file a complaint with the EOO staff in Old Main 345 or call (360) 650-3307. WWU's Equal Opportunity policies and complaint procedure on filing and investigating complaints can be found at www.wwu.edu/eoo.

Retaliation is Prohibited!

The University (and its employees and students) is prohibited from retaliating against an individual who has filed a discrimination complaint. This prohibition also applies to those who have testified, assisted or participated in any proceeding, investigation or hearing regarding alleged violations of equal opportunity laws or policies.

Title IX and ADA Coordinator

The Vice Provost for Equal Opportunity and Employment Diversity serves as the Title IX and ADA Coordinator for the University.

- Title IX protects students and employees from sex discrimination in educational programs, University activities, and employment. Under Title IX, sexual violence – including sexual assault, dating and domestic violence, and stalking – is a form of illegal sex discrimination. Survivors of sexual violence have the right to file a discrimination complaint or seek advice and assistance from the EOO.
- The Americans with Disabilities Act (ADA) provides civil rights protections to ensure qualified individuals with disabilities have access to University programs, activities, services, and employment.



Did you know...

Affirmative Action in employment is based on Executive Order 11246, signed by President Johnson in 1965. It requires federal contractors (like WWU) to ensure that their workforce proportionally represents women and people of color who are qualified and available in the labor market. Rather than quotas, affirmative action requires good faith efforts to achieve a diverse workforce.