

Effective Date: June 9, 2009
Approved By: President Bruce Shepard
Executive Policy Group

POLICY

Authority: See Paragraph 1

Cancels: Appendix C, 2005-2007 Faculty Handbook
Appendix A, Paragraph C Student Handbook,
Administrative Policies and Procedures on Affirmative Action,
Employment, Equal Opportunity, and Discrimination

See Also:
[POL-U1600.03](#), [POL-U1600.04](#)
[POL-U1600.05](#), PRO-U1600.02A

POL-U1600.02 PROVIDING EQUAL OPPORTUNITY AND NONDISCRIMINATION

Policy applies to all employees, students, agents, groups, individuals, and organizations that use university facilities and other members of the university community to the extent provided by law.

Authority:

[Titles VI and VII of the Civil Rights Act of 1964](#), [Title IX of the Education Amendments of 1972](#), [Sections 503 and 504 of the Rehabilitation Act of 1973](#), [the Age Discrimination in Employment Act of 1967](#), [the Vietnam Era Veterans Readjustment Assistance Act of 1972](#), [the Americans with Disabilities Act of 1990](#), [ADA Amendments Act of 2008](#), [the Civil Rights Act of 1991](#), [the Veteran's Employment Opportunities Act of 1998](#), [and the Washington State Law Against Discrimination, Chapter 49.60 RCW.](#)

1. **The University is Committed to Providing Equal Employment Opportunity and Prohibiting Illegal Discrimination in All Aspects of Employment and for Students in Academic Programs**
2. **Illegal Discrimination is Prohibited**

Discrimination on the basis of race, color, creed, religion, national origin, sex, age, disability, marital status, veteran status, and sexual orientation including gender expression or identity is illegal and prohibited.
3. **The President, as Delegate of the Board of Trustees, Affirms the University Shall Comply With Applicable Laws**

The President or the President's delegate shall:

- A. Develop, monitor and enforce university policies governing recruitment and selection to remove barriers to equal employment opportunity and prevent illegal discrimination.

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- B. Ensure that promotion and hiring decisions are in accordance with the principles of equal employment opportunity.
- C. Administer personnel actions such as hiring, promotion, separation, compensation, benefits, transfers, layoffs, returns from layoff, university-sponsored training, education, tuition assistance, and social or recreational programs with fairness and equity.
- D. Prohibit illegal discrimination in the recruitment and admission of students, and in the operation of all university programs, activities and services.
- E. Cooperate with federal and state agencies in fulfilling its obligations under the laws of the United States and the State of Washington.

4. All Members of the University Community Ensure That Commitment to Equal Opportunity and Nondiscrimination is an Integral Part of WWU

5. The Board of Trustees Pledges That Every Reasonable Effort is Made to Provide the Resources Necessary to Implement This Policy

6. The University Provides an Internal Procedure for Reporting Discrimination

Individuals who believe they have been subject to discrimination based on a legally protected category are encouraged to report incidents to the proper internal and/or external authorities, as outlined in the PRO-U1600.02A Discrimination Complaint Procedure.