

What do I do if I or someone is in need of accommodations based on a disability?

■ **Students:** Kevin Hills, Student Disability Services, 509-359-4706.

■ **Employees:** Caren Lincoln, Human Resources, 509-359-2381.

Who can I contact regarding issues of diversity and inclusion?

■ Dr. Shari Clarke, Vice President Diversity and Inclusion 509-359-4742.

What can I do if I become aware of improper governmental conduct and wish to file a Whistleblower complaint?

■ Report to Washington State Auditor's Office 360-725-5358

What can I do if I have a question about the Washington State Ethics Laws or wish to file a State Ethics Complaint?

■ Contact the University's Ethics Officer, Deborah Danner, Associate Vice President Human Resources, 509-359-2381 or the State Ethics Board, 360-664-0871

Who can I contact regarding compliance concerns?

■ Annika Scharosch, Associate Vice President Civil Rights, Compliance and Enterprise Risk Management, 509-359-6974.

For more information visit ewu.edu/criticalissues



CONFIDENTIAL COMMUNITY RESOURCES

Sexual Assault & Family Trauma (SAFeT)

Advocate available to guide complainants subjected to sexual misconduct or any crime through criminal or university process. 24 hour service P: 509.747.8224

YWCA Domestic Violence

Advocate available to guide complainants subjected to intimate partner violence through the criminal or university process.

24 hour service P: 509.326.2255

First Call for Help - Suicide & Mental Health

Provide crisis intervention and community services information. 24 hour service P: 509.838.4428

CONFIDENTIAL COUNSELING RESOURCES

Counseling & Psychological Services (CAPS)

Counselors available to any EWU student. Cheney Campus | P: 509.359.2366 | EWU Spokane | P: 509.838.1398

Employee Assistance Program (EAP)

Confidential counselors are available to all Washington State employees. P: 360.407.9490

EWU REPORTING OPTIONS

Dean of Students

P: 509.359.7924 | DOS@ewu.edu

Office of Equal Opportunity (EO) and Affirmative Action (AA)

P: 509.359.2021 | eoaa@ewu.edu

Senior Investigator / Title IX Coordinator

P: 509.359.2021 | cir@ewu.edu

Student Support and Advocacy

P: 509.359.7924 | mhelmerick@ewu.edu

POLICE

EWU Police Department

P: 509.359.7676 or 24-Hour Crisis: 9.1.1 | 820 Washington Street (EWU Red Barn)

City of Cheney Police Department

P: 509.535.9233 or 24-Hour Crisis: 9.1.1 | 215 G Street

TITLE IX

Title IX is an Education Amendment (federal law) established in 1972 that states: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Non-Discrimination

Eastern Washington University does not discriminate in its programs and activities on the basis of race, color, creed, religion, national origin, sex, pregnancy, sexual orientation, gender identity/expression, genetic information, age, marital status, families with children, protected veteran or military status, HIV or hepatitis C, status as a mother breastfeeding her child, or the presence of any sensory, mental, or physical disability or the use of a trained guide dog or service animal by a person with a disability, as provided for and to the extent required by state and federal laws.

Eastern Washington University

How to Respond to Critical Issues

Guide for University Employees

*EWU
is dedicated
to a principled
campus
community
free from
discrimination
and
sexual misconduct*



EWU's partnership with EWU employees to providing a safe and principled environment.

As an EWU employee, you play an important role in ensuring our campus communities are welcoming places that are safe, discrimination free, and ethical. The university is dedicated to responding to all forms of discrimination including sexual misconduct (gender discrimination, sexual harassment, intimate partner violence, stalking and non-consensual sexual activity), improper, unethical or concerning conduct. The university has established procedures and policies to address these matters. This brochure is an employee guide to help you respond to conduct you become aware of or experience as an employee. A list of contact numbers is on back of brochure.

What do I do if I become aware of or experience any form of sexual misconduct such as gender discrimination, sexual harassment, intimate partner violence (relationship violence), stalking and non-consensual sexual activity (Title IX complaints)?

■ **Mandatory Reporting:** Under EWU policy 402-01, as an employee you are a mandated reporter involving any information you are made aware of related to sexual misconduct regardless of whether the person subjected to the sexual misconduct wants to file a complaint. As such, you are required to notify the Title IX Coordinator within 24 hours. You may notify the Title IX Coordinator telephonically or by email.

■ **Self-Reporting:** If as an employee you have been subjected to sexual misconduct you are not required to self-report. However, you are encouraged to report any incidents involving sexual misconduct so that EWU may promptly respond, stop the alleged misconduct and offer you resources.

■ **Reporting Options:** Individuals (Complainants) subjected to sexual misconduct may report criminally with law enforcement, administratively with EWU or both. Complainants may also elect to file a complaint anonymously. However, anonymous reports may prevent EWU from conducting an investigation. Complainants desirous of filing a complaint alleging sexual misconduct may file a complaint in person, online, via email, or anonymously. Please refer them to the Title IX Coordinator or the listed reporting options.

■ **Confidential Resources:** Complainants who wish to speak to someone in confidence about their reporting options before deciding whether they want to file a criminal or administrative complaint should be directed to or use confidential resources listed on the back of this brochure. Confidential resources are not mandated reporters of sexual misconduct and will not report to the Title IX Coordinator or law enforcement.

What do I do if I become aware of or experience discrimination on the basis of race, color, creed, religion, national origin, sex, pregnancy, sexual orientation, gender identity/expression, genetic information, age, marital status, families with children, protected veteran or military status, HIV or hepatitis C, status as a mother breastfeeding her child, or the presence of any sensory, mental, or physical disability (Discrimination complaints)?

■ Other than Title IX (sexual misconduct), you are not mandated to report other forms of discriminatory conduct. However, as an employee, you are strongly encouraged to report alleged discriminatory conduct listed so that EWU can respond promptly, address misconduct and offer resources to the Complainant.

■ Complainants who wish to discuss reporting options for discrimination complaints should be directed to or contact the Director of EEO / AA or, Senior Investigator / Title IX Coordinator.

What do I do if I become aware or experience conduct involving violence or criminal activity?

■ **Violence / Crimes:** If you become aware or experience conduct involving violence call 911 if the violence is actively occurring. If the violence is not actively occurring but you are concerned for the safety of yourself or others contact EWU Police. As an employee, you are required to report all incidents involving violence or crimes that occur on EWU's campus per EWU policy 603-01. You are also encouraged to report alleged violence or criminal activity to EWU administrators such as Senior Investigator / Title IX Coordinator for complaints against employees and Dean of Students for complaints against students.

What do I do if I become aware or experience mental health concerns, such as suicidal thoughts, depression, or other conduct that may pose a safety concern to self or others?

■ **Mental Health:** If you have an immediate concern of safety for self or others please contact 911 for an immediate response. Otherwise, refer students to CAPS, employees to EAP, or both to First Call for Help (Suicide & Mental Health).

What do I do if I become aware or experience conduct which I believe may be a violation of University policies, including, but not limited to, Bullying, Fraternalization, and Ethics?

■ **Complaints against employees:** Complaints concerning employees should be directed to Senior Investigator / Title IX Coordinator or Director of EEO / AA.

■ **Complaints against students:** Complaints concerning students should be directed to Dean of Students.