

**WASHINGTON STATE UNIVERSITY
EXECUTIVE POLICY MANUAL**

Executive Policy #12

Revision Approved February 17, 2010

**Washington State University
Equal Employment Opportunity and
Affirmative Action Policy**

Washington State University (WSU or the University) is an equal opportunity employer committed to providing equal opportunity in education, employment, membership and contracts without regard to race, sex, sexual orientation, gender identity/expression, religion, age, color, creed, national or ethnic origin, physical, mental or sensory disability, marital status, genetic information, and/or status as a veteran. WSU has made, and will continue to make, every effort to eliminate barriers to equal opportunity encountered by these protected group members and to improve opportunities available to underrepresented groups, in compliance with state and federal law. The following are specific goals of this policy:

- WSU does not discriminate on the basis of race, sex, sexual orientation, gender identity/expression, religion, age, color, creed, national or ethnic origin, physical, mental or sensory disability, marital status, genetic information, and/or status as a veteran in its administration of educational policies, programs or activities, or other University administered programs or employment.
- WSU recruits, hires, trains, promotes, and compensates persons in all job titles, without regard to race, sex, sexual orientation, gender identity/expression, religion, age, color, creed, national or ethnic origin, physical, mental or sensory disability, marital status, genetic information, and/or status as a veteran.
- WSU is committed to take affirmative action consistent with federal and state law to increase the employment of American Indians/Alaskan Natives, Asians/Pacific Islanders, Blacks/African Americans, Hispanics/Latinos, women, persons age 40 and over, persons with disabilities, specially disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans where there is underrepresentation. The University will make good faith effort for outreach consistent with federal and state law to decrease underrepresentation. The University will review progress on an annual basis.
- WSU will ensure that personnel actions such as progressive discipline, transfers, layoffs, return from layoffs, and University sponsored training, educational, social, and recreational programs, will be administered without regard to race, sex, sexual orientation, gender identity/expression, religion, age, color, creed, national or ethnic origin, physical, mental or sensory disability, marital status, genetic information, and/or status as a veteran.

The President of WSU is responsible for ensuring that the Equal Employment Opportunity/Affirmative Action (EEO/AA) Policy is administered effectively on the WSU Pullman, Tri-Cities, Vancouver, and Spokane campuses and all other WSU facilities. The President of WSU has charged the Office of Civil Rights Compliance and Investigation with the responsibility of monitoring the University's EEO/AA program and policies. College and division managers are responsible for ensuring that the respective college/division meets its EEO/AA obligations. Each college and division will be evaluated annually on progress toward goal achievement. The Office of Civil Rights Compliance and Investigation is responsible for overseeing the daily activities of the University's EEO/AA programs and developing the University's Affirmative Action Plan. The Office for Civil Rights Compliance and investigation Director may be contacted at French Administration Building, Room 225, Pullman, Washington 99164-1022. The telephone number is (509) 335-8288.