**Appendix A**

**Washington State University**

**Discrimination and Sexual Harassment Policy**

The following is a revised statement of Washington State University’s Discrimination and Sexual Harassment Policy. The policy and complaint procedures have been in effect since May 1989.

**Discrimination Prohibited:**

The kinds of discrimination prohibited by WSU policy are those which occur on the basis or race, sex, religion, age, color, creed, national or ethnic origin; physical, mental or sensory disability; marital status, sexual orientation, and status as a Vietnam-era or disabled veteran. Decisions affecting an individual cannot be made on the basis of one of these factors.

**Definition of Sexual Harassment:**

WSU’s discrimination policy explicitly incorporates and prohibits sexual harassment as a form of unlawful sex discrimination. Sexual harassment is defined as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment, when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or education, (2) submission to or rejection of such conduct by an individual is used as the basis of employment or educational decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual’s work or educational performance or creating an intimidating, hostile, or offensive environment. [29 C.F.R. 1604.11a (1998)]

When the University becomes aware of incidents of sexual harassment, it is bound by state and federal law to take corrective steps to terminate the harassment.

Examples of Sexual Harassment:

Sexual harassment encompasses any sexual attention that is unwanted. It includes both verbal and physical conduct. Examples of sexual harassment prohibits by this policy include, but are not limited to: A. Physical assault;

B. Direct or implied threats that submission to sexual advances will be a condition of employment, work status, promotion, grades, or letters of recommendation;

C. Direct propositions of a sexual nature;

D. Subtle pressure for sexual activity;

E. A pattern of conduct that discomforts or humiliates the person at whom the conduct is directed which includes one or more of the following: (1) comments of a sexual nature; (2) sexually explicit statements, questions, jokes, or anecdotes; (3) unnecessary touching, patting, kissing or brushing against a person’s body; (4) remarks of a sexual nature about a person’s clothing or body; or (5) remarks about sexual activity or speculations about previous sexual experience;

F. Persistent, unwanted attempts to change a professional relationship to an amorous one.

**Enforcement or Prohibitions:**

The university vigorously enforces its prohibitions against unlawful discrimination, including sexual harassment, and encourages those who feel aggrieved to seek assistance to rectify problems. Its internal grievance procedures are utilized to investigate and remedy violations. While observing the principles of due process, determinations of policy violations will lead to the application of disciplinary sanctions, including warning, censure, suspension, dismissal, or, in some situations, summary suspension.

In support of this discrimination policy, the University promotes preventive educational measures to create greater awareness of unlawful discriminatory policy, the University promotes preventive educational measures to create greater awareness of unlawful discriminatory practices, including sexual harassment, among staff, faculty, and students. Administrative officers, deans, directors, department chairs, and supervisors are responsible for making certain that all employees are informed fully of the types of conduct that may be classified as discriminatory, including sexual harassment, and that such conduct is prohibited.

No one shall be penalized or retaliated in any way by a member of the University community for initiation or participation in a complaint procedure.

I have read and understand the University’s policy towards sexual harassment. I understand my rights as a student and the consequences of my actions if I do not fully comply with the University’s policy.

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