

Washington State University
Office of Research

RE: Harassment and Discrimination Protections

Dear funding agency:

Harassment and discrimination in all forms, including discriminatory harassment, sexual harassment, and sexual misconduct (including sexual assault and other sexual violence), are not tolerated at Washington State University (WSU). Under WSU [Executive Policy #15 \(EP15\)](#), discrimination on the basis of race, sex/gender, sexual orientation, gender identity/expression, religion, age, color, creed, national or ethnic origin, physical, mental or sensory disability (including disability requiring the use of a trained service animal), marital status, genetic information, and/or status as an honorably discharged veteran or member of the military is not permitted. Discrimination is conduct that is neither legally protected as an expression of free speech, nor the proper exercise of academic freedom. Discrimination compromises the integrity of the University, its tradition of intellectual freedom, the trust and respect expected in the University community, and the rights of individuals.

Sexual harassment is a form of discrimination based on sex and/or gender and is prohibited by EP15. Sexual harassment encompasses unwelcome verbal or physical conduct of a sexual nature. Sexual misconduct, which includes sexual assault and other sexual violence, is a form of sexual harassment and is also prohibited by this policy. Sexual harassment also encompasses "gender-based harassment," which means harassment of a non-sexual nature that occurs because of a person's sex and/or gender. It includes harassment based on a person's nonconformity with sex and/or gender stereotypes.

Anyone who has experienced conduct implicated by EP15, or any third party who witnesses or becomes aware of conduct implicated by this policy, should contact the WSU [Office of Compliance and Civil Rights \(CCR, \[ccr@wsu.edu\]\(mailto:ccr@wsu.edu\)\)](#) or a [Title IX Co-Coordinator](#). For incidents on WSU's non-Pullman campuses, Global Campus, or Extension facilities, the incident may be reported to the designated [Title IX Liaison](#) for that area, who reports the incident to the OEO.

Anyone who has experienced sexual misconduct, sexual assault, stalking, domestic violence, or another crime may choose to report the incident to the police. WSU's process under EP15 is separate from the criminal process and can be pursued simultaneously. In most cases, the OEO defers to the complainant's wishes regarding whether to contact police and/or file a criminal complaint; however, there are situations in which the safety of the WSU community or other considerations may require the OEO to report an incident to police. The OEO attempts to inform the complainant of its decision when this occurs.



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