

Chapter 106-72 WAC
EQUAL OPPORTUNITY/AFFIRMATIVE ACTION

Last Update: 5/13/10

WAC

106-72-004 Equal opportunity and nondiscrimination.

DISPOSITION OF SECTIONS FORMERLY CODIFIED IN THIS CHAPTER

- 106-72-005 Equal opportunity/affirmative action in employment. [Statutory Authority: RCW 28B.10.528, 28B.35.120(12) and 41 C.R.F. [C.F.R.] 06-50. WSR 06-22-046, § 106-72-005, filed 10/27/06, effective 11/27/06. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 05-05-057, § 106-72-005, filed 2/14/05, effective 3/17/05; WSR 96-02-013 § 106-72-005, filed 12/21/95, effective 1/21/96; WSR 94-20-062 (Order CWU AO 73), § 106-72-005, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-005, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-005, filed 11/7/86.] Repealed by WSR 10-11-061, filed 5/13/10, effective 6/13/10. Statutory Authority: RCW 28B.10528 [28B.10.528] and 28B.35.120.
- 106-72-010 General policy. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-010, filed 7/11/78; Order 3274, § 106-72-010, filed 12/6/71.] Repealed by WSR 86-23-007 (Order 59), filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11).
- 106-72-015 Annual workforce analysis. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 05-05-057, § 106-72-015, filed 2/14/05, effective 3/17/05; WSR 94-20-062 (Order CWU AO 73), § 106-72-015, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-015, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-015, filed 11/7/86.] Repealed by WSR 10-11-061, filed 5/13/10, effective 6/13/10. Statutory Authority: RCW 28B.10528 [28B.10.528] and 28B.35.120.
- 106-72-025 Equal opportunity for students. [Statutory Authority: RCW 28B.10.528, 28B.35.120(12) and 41 C.R.F. [C.F.R.] 06-50. WSR 06-22-046, § 106-72-025, filed 10/27/06, effective 11/27/06. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 05-05-057, § 106-72-025, filed 2/14/05, effective 3/17/05; WSR 96-02-013 § 106-72-025, filed 12/21/95, effective 1/21/96; WSR 94-20-062 (Order CWU AO 73), § 106-72-025, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-025, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-025, filed 11/7/86.] Repealed by WSR 10-11-061, filed 5/13/10, effective 6/13/10. Statutory Authority: RCW 28B.10528 [28B.10.528] and 28B.35.120.
- 106-72-100 Procedures, rules, and regulations—Employment, job placement, and promotion. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-100, filed 7/11/78; Order 3274, § 106-72-100, filed 12/6/71.] Repealed by WSR 86-23-007 (Order 59), filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11).
- 106-72-110 Procedures, rules, and regulations—Academic personnel. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-110, filed 7/11/78; Order 3274, § 106-72-110, filed 12/6/71.] Repealed by WSR 86-23-007 (Order 59), filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11).
- 106-72-120 Procedures, rules, and regulations—Nonacademic personnel. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-120, filed 7/11/78; Order 3274, § 106-72-120, filed 12/6/71.] Repealed by WSR 86-23-007 (Order 59), filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11).
- 106-72-130 Procedures, rules, and regulations—Contracts and contractors. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 05-05-057, § 106-72-130, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-130, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-130, filed 7/11/78; Order 3274, § 106-72-130, filed 12/6/71.] Repealed by WSR 10-11-061, filed 5/13/10, effective 6/13/10. Statutory Authority: RCW 28B.10528 [28B.10.528] and 28B.35.120.
- 106-72-140 Procedures, rules, and regulations—Suppliers. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-140, filed 7/11/78; Order 3274, § 106-72-140, filed 12/6/71.] Repealed by WSR 86-23-007 (Order 59), filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11).
- 106-72-150 Procedures, rules, and regulations—Student employment. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-150, filed 7/11/78; Order 3274, § 106-72-150, filed 12/6/71.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
- 106-72-200 Procedures, rules, and regulations—Student services. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 94-20-062 (Order CWU AO 73), § 106-72-200, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-200, filed 7/11/78; Order 3274, § 106-72-200, filed 12/6/71.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
- 106-72-220 Procedures, rules, and regulations—Academic program. [Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-220, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-220, filed 7/11/78; Order 3274, § 106-72-220, filed 12/6/71.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
- 106-72-230 Procedures, rules, and regulations—Community relations. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-230, filed 7/11/78; Order

3274, § 106-72-230, filed 12/6/71.] Repealed by WSR 86-23-007 (Order 59), filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11).

106-72-250 Procedures, rules, and regulations—Government contracts. [Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-250, filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-250, filed 7/11/78; Order 3274, § 106-72-250, filed 12/6/71.] Repealed by WSR 10-11-061, filed 5/13/10, effective 6/13/10. Statutory Authority: RCW 28B.10528 [28B.10.528] and 28B.35.120.

106-72-260 Procedures, rules, and regulations—Implementation and administration—Human rights commission. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-260, filed 7/11/78; Order 3274, § 106-72-260, filed 12/6/71.] Repealed by WSR 86-23-007 (Order 59), filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11).

106-72-270 Procedures, rules, and regulations—Grievance procedure. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. WSR 78-08-011 (Order 39), § 106-72-270, filed 7/11/78; Order 3274, § 106-72-270, filed 12/6/71.] Repealed by WSR 86-23-007 (Order 59), filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11).

106-72-400 Equal opportunity grievance procedures. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 05-05-057, § 106-72-400, filed 2/14/05, effective 3/17/05; WSR 94-20-062 (Order CWU AO 73), § 106-72-400, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-400, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-400, filed 11/7/86.] Repealed by WSR 10-11-061, filed 5/13/10, effective 6/13/10. Statutory Authority: RCW 28B.10528 [28B.10.528] and 28B.35.120.

106-72-410 Informal grievance procedure. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 94-20-062 (Order CWU AO 73), § 106-72-410, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-410, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-410, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-420 Formal grievance procedure. [Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-420, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-430 Formal grievance procedure—Acknowledgement of written complaint. [Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-430, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-440 Formal grievance procedure—Grievance committee. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 94-20-062 (Order CWU AO 73), § 106-72-440, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-440, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-450 Formal grievance procedure—Distribution of copies of complaint. [Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-450, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-460 Formal grievance procedure—Appointment of investigating officer. [Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-460, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-470 Formal grievance procedure—Responsibilities of investigating officer. [Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-470, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-480 Formal grievance procedure—Separate meetings with complainant and respondent/filing investigative report. [Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-480, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-490 Formal grievance procedure—Committee recommendation. [Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-490, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-490, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-500 Formal grievance procedure—Written committee report. [Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-500, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-510 Formal grievance procedure—Proceeding notice. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 94-20-062 (Order CWU AO 73), § 106-72-510, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-510, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-510, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-520 Adjudicative proceeding—Challenges. [Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-520, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-520, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

106-72-530 Adjudicative proceeding—Expeditious conduct. [Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-530, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW

- 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-530, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
- 106-72-540 Adjudicative proceeding—Availability of necessary parties. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 94-20-062 (Order CWU AO 73), § 106-72-540, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-540, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-540, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
- 106-72-550 Adjudicative proceeding—Counsel. [Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-550, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-550, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
- 106-72-560 Adjudicative proceeding—Confidentiality. [Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-560, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-560, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
- 106-72-570 Adjudicative proceeding—Responsibilities of parties. [Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-570, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-570, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
- 106-72-580 Adjudicative proceeding—Rights of parties. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 94-20-062 (Order CWU AO 73), § 106-72-580, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-580, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-580, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
- 106-72-590 Adjudicative proceeding—Powers of proceeding panel. [Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-590, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-590, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
- 106-72-600 Findings of grievance committee. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 94-20-062 (Order CWU AO 73), § 106-72-600, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.35.120(12). WSR 92-02-006, § 106-72-600, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-600, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
- 106-72-610 Appeal procedure. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). WSR 94-20-062 (Order CWU AO 73), § 106-72-610, filed 9/30/94, effective 10/31/94. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11). WSR 86-23-007 (Order 59), § 106-72-610, filed 11/7/86.] Repealed by WSR 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).

WAC 106-72-004 Equal opportunity and nondiscrimination. Central Washington University's policies and practices affirm and actively promote the rights of all individuals to equal opportunity in education and employment. Discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, gender identity and gender expression, age, marital status, disability, or status as a protected veteran is prohibited. The university provides an internal procedure for reporting discrimination and affords protection against retaliation for participating in the complaint process. Central Washington University complies with all applicable federal, state, and local laws, regulations, and executive orders including when soliciting bids and in the fulfillment of all contracts with governmental agencies.

[Statutory Authority: RCW 28B.10528 [28B.10.528] and 28B.35.120. WSR 10-11-061, § 106-72-004, filed 5/13/10, effective 6/13/10.]