

Chapter 106-72 WAC

EQUAL OPPORTUNITY/AFFIRMATIVE ACTION

WAC 106-72-004	Equal opportunity and nondiscrimination.	106-72-130	Procedures, rules, and regulations—Contracts and contractors. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). 05-05-057, § 106-72-130, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.35.120(12). 92-02-006, § 106-72-130, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.40.120. 78-08-011 (Order 39), § 106-72-130, filed 7/11/78; Order 3274, § 106-72-130, filed 12/6/71.] Repealed by 10-11-061, filed 5/13/10, effective 6/13/10. Statutory Authority: RCW 28B.10528 [28B.10.528] and 28B.35.120.
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.F.R. [C.F.R.] 06-50. 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). 05-05-057, § 106-72-005, filed 2/14/05, effective 3/17/05; 96-02-013 § 106-72-005, filed 12/21/95, effective 1/21/96; 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). 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). 86-23-007 (Order 59), § 106-72-005, filed 11/7/86.] Repealed by 10-11-061, filed 5/13/10, effective 6/13/10.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. 78-08-011 (Order 39), § 106-72-140, filed 7/11/78; Order 3274, § 106-72-140, filed 12/6/71.] Repealed by 86-23-007 (Order 59), filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11).
106-72-010	General policy. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. 78-08-011 (Order 39), § 106-72-010, filed 7/11/78; Order 3274, § 106-72-010, filed 12/6/71.] Repealed by 86-23-007 (Order 59), filed 11/7/86.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. 78-08-011 (Order 39), § 106-72-150, filed 7/11/78; Order 3274, § 106-72-150, filed 12/6/71.] Repealed by 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
106-72-015	Annual workforce analysis. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). 05-05-057, § 106-72-015, filed 2/14/05, effective 3/17/05; 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). 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). 86-23-007 (Order 59), § 106-72-015, filed 11/7/86.] Repealed by 10-11-061, filed 5/13/10, effective 6/13/10. Statutory Authority: RCW 28B.10528 [28B.10.528] and 28B.35.120.	106-72-200	Procedures, rules, and regulations—Student services. [Statutory Authority: RCW 28B.10.528 and 28B.35.120(12). 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. 78-08-011 (Order 39), § 106-72-200, filed 7/11/78; Order 3274, § 106-72-200, filed 12/6/71.] Repealed by 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
106-72-025	Equal opportunity for students. [Statutory Authority: RCW 28B.10.528, 28B.35.120(12) and 41 C.F.R. [C.F.R.] 06-50. 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). 05-05-057, § 106-72-025, filed 2/14/05, effective 3/17/05; 96-02-013 § 106-72-025, filed 12/21/95, effective 1/21/96; 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). 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). 86-23-007 (Order 59), § 106-72-025, filed 11/7/86.] Repealed by 10-11-061, filed 5/13/10, effective 6/13/10. Statutory Authority: RCW 28B.10528 [28B.10.528] and 28B.35.120.	106-72-220	Procedures, rules, and regulations—Academic program. [Statutory Authority: RCW 28B.35.120(12). 92-02-006, § 106-72-220, filed 12/20/91, effective 1/20/92. Statutory Authority: RCW 28B.19.050 and 28B.40.120. 78-08-011 (Order 39), § 106-72-220, filed 7/11/78; Order 3274, § 106-72-220, filed 12/6/71.] Repealed by 05-05-057, filed 2/14/05, effective 3/17/05. Statutory Authority: RCW 28B.10.528 and 28B.35.120(12).
106-72-100	Procedures, rules, and regulations—Employment, job placement, and promotion. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. 78-08-011 (Order 39), § 106-72-100, filed 7/11/78; Order 3274, § 106-72-100, filed 12/6/71.] Repealed by 86-23-007 (Order 59), filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11).	106-72-230	Procedures, rules, and regulations—Community relations. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. 78-08-011 (Order 39), § 106-72-230, filed 7/11/78; Order 3274, § 106-72-230, filed 12/6/71.] Repealed by 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. 78-08-011 (Order 39), § 106-72-110, filed 7/11/78; Order 3274, § 106-72-110, filed 12/6/71.] Repealed by 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). 86-23-007 (Order 59), § 106-72-250, filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.40.120. 78-08-011 (Order 39), § 106-72-250, filed 7/11/78; Order 3274, § 106-72-250, filed 12/6/71.] Repealed by 10-11-061, filed 5/13/10, effective 6/13/10. Statutory Authority: RCW 28B.10528 [28B.10.528] and 28B.35.120.
106-72-120	Procedures, rules, and regulations—Nonacademic personnel. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. 78-08-011 (Order 39), § 106-72-120, filed 7/11/78; Order 3274, § 106-72-120, filed 12/6/71.] Repealed by 86-23-007 (Order 59), filed 11/7/86. Statutory Authority: RCW 28B.19.050 and 28B.35.120(11).	106-72-260	Procedures, rules, and regulations—Implementation and administration—Human rights commission. [Statutory Authority: RCW 28B.19.050 and 28B.40.120. 78-08-011 (Order 39), § 106-72-260, filed 7/11/78; Order 3274, § 106-72-260, filed 12/6/71.] Repealed by 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. 78-08-011 (Order 39), § 106-72-270, filed 7/11/78; Order 3274, § 106-72-270, filed 12/6/71.] Repealed by 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). 05-05-057, § 106-72-400, filed 2/14/05, effective 3/17/05; 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). 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). 86-23-007 (Order 59), § 106-72-400, filed 11/7/86.] Repealed by 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). 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). 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). 86-23-007 (Order 59), § 106-72-410, filed 11/7/86.] Repealed by 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). 86-23-007 (Order 59), § 106-72-420, filed 11/7/86.] Repealed by 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). 86-23-007 (Order 59), § 106-72-430, filed 11/7/86.] Repealed by 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). 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). 86-23-007 (Order 59), § 106-72-440, filed 11/7/86.] Repealed by 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). 86-23-007 (Order 59), § 106-72-450, filed 11/7/86.] Repealed by 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). 86-23-007 (Order 59), § 106-72-460, filed 11/7/86.] Repealed by 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). 86-23-007 (Order 59), § 106-72-470, filed 11/7/86.] Repealed by 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). 86-23-007 (Order 59), § 106-72-480, filed 11/7/86.] Repealed by 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). 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). 86-23-007 (Order 59), § 106-72-490, filed 11/7/86.] Repealed by 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). 86-23-007 (Order 59), § 106-72-500, filed 11/7/86.] Repealed by 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). 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). 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). 86-23-007 (Order 59), § 106-72-510, filed 11/7/86.] Repealed by 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). 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). 86-23-007 (Order 59), § 106-72-520, filed 11/7/86.] Repealed by 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). 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). 86-23-007 (Order 59), § 106-72-530, filed 11/7/86.] Repealed by 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). 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). 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). 86-23-007 (Order 59), § 106-72-540, filed 11/7/86.] Repealed by 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). 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). 86-23-007 (Order 59), § 106-72-550, filed 11/7/86.] Repealed by 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). 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). 86-23-007 (Order 59), § 106-72-560, filed 11/7/86.] Repealed by 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). 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). 86-23-007 (Order 59), § 106-72-570, filed 11/7/86.] Repealed by 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). 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). 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). 86-23-007 (Order 59), § 106-72-580, filed 11/7/86.] Repealed by 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). 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). 86-23-007 (Order 59), § 106-72-590, filed 11/7/86.] Repealed by 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). 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). 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). 86-23-007 (Order 59), § 106-72-600, filed 11/7/86.] Repealed by 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). 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(12).	

(11). 86-23-007 (Order 59), § 106-72-610, filed 11/7/86.] Repealed by 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. 10-11-061, § 106-72-004, filed 5/13/10, effective 6/13/10.]