



DIVERSITY & INCLUSIVITY

Policy

DIVERSITY & INCLUSIVITY

Diversity at CWU (</inclusivity/inclusivity-at-cwu>)

About ▼

Initiatives (</inclusivity/initiatives>)

Commitment to Creating an Inclusive Campus

CWU defines bias related incidents as behavior, conduct, speech, images, or expression that discriminates, stereotypes, excludes, harasses, or harms anyone based upon their actual or perceived identity such as race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age, or religion.

The campus wide bias response plan is designed to address campus climate, provide support and advocacy for persons impacted. Depending upon the incident or concern, collaborative partners work together

Student
Diversity and
Equity Center
(<https://www.cwu.edu>)

Events
(</inclusivity/events>)

Resources ▼

Report a Bias or Inclusivity Concern

↳ Bias Response Team
(</inclusivity/bias-response-team>)

↳ Definitions
(</inclusivity/definitions>)

↳ Resources
(</inclusivity/help-friend>)

↳ Reporting and Assistance
(</inclusivity/reporting-and-assistance>)

↳ Prevention
(</inclusivity/prevention>)

↳ Contacts
(</inclusivity/contacts>)

including the Bias Response Team, CWU Police Department, Vice President of Diversity and Inclusivity, and the Dean of Student Success.

🔗 [Report a Bias Related Incident \(https://cwu.guardianconduct.com/\)](https://cwu.guardianconduct.com/)

The Bias Response Team meets regularly throughout the academic year and summer and can be reached by emailing Inclusivity@cwu.edu (<mailto:Inclusivity@cwu.edu>). The team has representatives from the following units on campus who are also happy to assist you.

Bias Response Team Representatives	
Vice President for Inclusivity & Diversity. (https://www.cwu.edu/inclusivity/)	Inclusivity@cwu.edu (mailto:Inclusivity@cwu.edu)
Diversity & Equity Center (https://www.cwu.edu/diversity/)	Diversity@cwu.edu (mailto:Diversity@cwu.edu)
Office of Student Rights & Responsibilities (https://www.cwu.edu/student-rights/)	Student.Conduct@cwu.edu (mailto:Student.Conduct@cwu.edu)
Housing & Residence Life (https://www.cwu.edu/housing/)	Housing@cwu.edu (mailto:Housing@cwu.edu)
Disability Services (https://www.cwu.edu/disability-services/)	DS@cwu.edu (mailto:DS@cwu.edu)
Student Counseling Services (https://www.cwu.edu/medical-counseling/counseling-clinic)	509-963-1391
CWU Police Department (https://www.cwu.edu/police/)	Police@cwu.edu (mailto:Police@cwu.edu)

- *Consultation with other units as needed (e.g. Human Resources, Title IX, etc.)*

The University's highest concern is for the emotional and physical well-being of persons affected by a bias motivated incident or hate crime. The person affected shall have access to all university services that can help students maintain emotional and psychological well-being and provide for the safety of the person affected. These include, but are not limited to,

Inclusivity/Diversity

Sarah Scott
Administrative
Operations
Coordinator

509-963-2114

Sarah.Scott@cwu.edu

(<mailto:Sarah.Scott@cwu.edu>)

assistance in changing academic and living arrangements if these changes are reasonably available. The Incident Response Coordinator will be the first official point of contact at 509-963-1685, other than the police, for facilitating victim access to all needed services. Other departments, if contacted first, will make a referral to the Incident Response Coordinator.

Central Washington University encourages all members of the campus community who believe they are victims of a bias motivated incident or (<mailto:Sarah.Scott@cwu.edu>) to immediately report the incident to the police agency of jurisdiction. Although reporting is not required, it is strongly encouraged. If the incident occurs in the residence halls or apartments, the Office of Housing and New Student Programs and Police Services should be contacted as well as the Incident Response Coordinator (Director of the Diversity Education Center). Immediate reporting to the police is an important factor in successful investigation and prosecution of bias incidents and hate crimes.

Persons affected or victims are not required to pursue prosecution just because they report a crime to a police agency. However, the reporting of a bias motivated incident or hate crime may prevent other from being affected.

Any member of the university community can file a third party report with the Incident Response Coordinator, Student Affairs and Enrollment Management, or Police Services detailing a potential bias motivated incident or hate crime. It is important to note that the university cannot initiate student judicial action or a criminal complaint against the alleged offender based on a third party report. The report is encouraged, nonetheless, as it can provide useful information for protecting the community-at-large and connecting similar reports while protecting the victim's anonymity.

Take the Next Step to Becoming a Wildcat.

VISIT CAMPUS (/PROGRAMS/VISIT-CWU)

REQUEST INFO ABOUT CWU
(HTTPS://WWW.CWU.EDU/ADMISSIONS/REQUEST-
INFORMATION-0)

APPLY TO CWU
(/ADMISSIONS/APPLY)

ADMISSIONS@CWU.EDU (MAILTO:ADMISSIONS@CWU.EDU)

Inside CWU	Alumni & Giving	Information	Services	Student Resources	Student Resources Cont.
Board of Trustees (/trustees)	Give to CWU (https://www.cwu.edu/give)	A-Z Index (/site-index)	Continuing Education (/ce)	Current Student Quick Links (/current-students)	Publicity Center (/publicity)
Administration (/about/administration-links)	Alumni Relations (https://www.cwu.edu/alumni)	Service Desk (/its-helpdesk)	Technical Support (/its)	Library (http://www.lib.cwu.edu)	Student Health Services (/health-services)
Student Government (/ascwu)	Alumni Association (https://www.cwu.edu/alumni/membership)	Human Resources (/hr)	Testing Services (/testing)	Advising (/academic-advising)	Student Wellness (/wellness)
Colleges & Departments (/about/colleges-and-departments)	University Advancement (https://www.cwu.edu/university-advancement)	Career Opportunities (https://careers.cwu.edu)	Conferences (/conference)	Registrar (/registrar)	Rec Center (/rec)
Policies & Reports (/resources-reports)	CWU Foundation (https://www.cwu.edu/foundation)	Parking (/parking)	Catering (/catering)	Catalog (http://catalog.catalog.cwu.edu/index.jsp)	Student Employment (/student-employment)
Facilities (/facilities)	Retirement Association (https://www.cwu.edu/retirement-association)	Campus Map (/facility/campus-map)	Scheduling (/student-union/scheduling-services)	Tutoring (/learning-commons)	Make a Payment (/student-accounts/online-payments)
Public Affairs (/public-affairs)		Directory (/university-directory)	Accessibility (/disability-support)	Academic Calendar (https://www.cwu.edu/registrar/academic-calendar)	
Central Today (/news)		Expansion Projects (/north-campus)	Career Services (/career)		
			Central Transit (/parking/central-transit)		



[. \(https://www.facebook.com/cwu.wildcats\)](https://www.facebook.com/cwu.wildcats)

[\(https://www.instagram.com/central_washington_university/\)](https://www.instagram.com/central_washington_university/) [. \(https://twitter.com/CentralWashU\)](https://twitter.com/CentralWashU)

[. \(https://www.youtube.com/user/CentralWashU\)](https://www.youtube.com/user/CentralWashU)

Central Washington University | 400 E. University Way, Ellensburg, WA 98926

Campus Operator (509) 963-1111 | Public Affairs (509) 963-1221

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[Contact Us \(/university-directory\)](/university-directory)

[Privacy \(/privacy-statement\)](/privacy-statement)

[Accessibility \(/disability-support\)](/disability-support)

[Emergency Information \(/police/crime-alert\)](/police/crime-alert)

[Employment & Careers \(https://careers.cwu.edu\)](https://careers.cwu.edu)

[AA/EEO/Title IX/Veteran/Disability Employer \(https://www.cwu.edu/hr/equal-opportunity\)](https://www.cwu.edu/hr/equal-opportunity)

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