

## **TITLE IX EDUCATION & PREVENTION**

At the University of Washington, we remain committed to fostering environments where you feel valued and supported and have the opportunity to learn and grow. As a UW employee, you also have an important role to play in ensuring a respectful environment for your coworkers and for students.

### **TITLE IX TRAINING**

Husky Prevention & Response is a foundational, required online prevention and response course about sex- and gender-based violence and harassment for staff, faculty, other academic personnel, and student employees. All new employees must complete the course within 30 days of their hire date. More information can be found here: <https://tixemployee.uw.edu/>

### **SEXUAL HARASSMENT**

The University is committed to protecting the rights and dignity of each individual in the University community. UW Facilities and the University prohibit all forms of sexual harassment.

Sexual harassment may include but is not limited to: (1) unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature by a person who has authority over the recipient when (a) submission to such conduct is made either an implicit or explicit condition of the individual's employment, academic status, or ability to use University facilities and services, or (b) submission to or rejection of the conduct is used as the basis for a decision that affects tangible aspects of the individual's employment, academic status, or use of University facilities; or (2) unwelcome and unsolicited language or conduct that is sufficiently severe, persistent or pervasive that it could reasonably be expected to create an intimidating, hostile, or offensive working or learning environment; or has the purpose or effect of unreasonably interfering with an individual's academic or work performance.

It is inappropriate and unacceptable for any employee to engage in any remarks, gestures, or conduct that can be considered harassment. Any employee of this organization who is found to have engaged in conduct that constitutes harassment is subject to corrective action, up to and including immediate dismissal.

Employees who believe that they have been subject to or have knowledge of harassment, as outlined in this policy, should immediately contact their supervisor, manager, director, Partner Resources HR team, or the organization's UW Central HR Consultant.

Also see the following policies:

UW Facilities – Hospitable Workplace

<https://facilities.uw.edu/partner-resources/files/media/hospitable-workplace.pdf>

UW Facilities – Employee Complaint Process

<https://facilities.uw.edu/partner-resources/files/media/employee-complaints-process.pdf>

UW Policy and Procedure on Workplace Violence

<http://hr.uw.edu/policies/workplace-violence/>

UW Policy on Non-Discrimination

<http://www.washington.edu/admin/rules/policies/PO/EO31.html>

UW Complaint Resolution Options

<http://hr.uw.edu/policies/complaint-resolution/>

UW Policy on Domestic Violence in the Workplace

<https://www.washington.edu/titleix/policies/>

### **Washington Employee Assistance Program (WA EAP)**

Washington Employee Assistance Program is the employee assistance program provided for PEBB benefits-eligible UW employees, their dependents, and other household members. Initial services are provided at no cost, and the call is toll-free. Washington Employee Assistance Program is available nationwide 24 hours a day, 7 days a week. Washington Employee Assistance Program connects you with experts who help you or your family members navigate life's challenges. You get free, confidential access to guidance consultants who provide:

- Counseling
- Legal advice
- Financial guidance
- Eldercare assistance
- Work-Life solutions
- Consultation for managers
- Critical and traumatic incident response services

The Washington Employee Assistance Program website provides information and tools on the issues that matter most to you: relationships, work, school, parenting, wellness, legal, financial, free time and much more. To sign in, under the register tab, enter UW for the organization code. You will then be asked to set up your personal login account.

More information can be found here: <https://hr.uw.edu/worklife/employee-assistance-program/>