



ANNUAL HUMAN RIGHTS REPORT:

JULY 2005 – JUNE 2006

DIVISION OF STUDENT AFFAIRS, EQUITY AND DIVERSITY

CENTER FOR HUMAN RIGHTS

French Administration Building, Room 225

Pullman, WA 99164-1022

INTRODUCTION

CHR MISSION

CHR's mission is to ensure equal employment opportunity and respect for human rights at WSU through investigative and monitoring activities, and to promote improvements to relevant policies and procedures. CHR also conducts affirmative, pro-active activities that educate, train and inform the WSU community in equal employment opportunity and human rights, and assists University units to detect and address relevant issues before they become serious issues.

CHR HISTORY AND ACTIVITIES

In 2004, CHR began a reorientation that reaffirmed the center's historic responsibilities and signaled the start of pro-active initiatives to advance human rights, equity and diversity. CHR's earliest predecessor office was established at WSU around 1971. Historically, it reported to the Office of the President or the Office of the Provost; as WSU's office for Affirmative Action/Equal Opportunity (EEO/AA) compliance, its mission has been to:

- Ensure that WSU provides equal employment opportunity to all.
- Maintain an Affirmative Action Plan, demonstrating institutional good faith in securing a diverse workforce.
- Investigate discrimination and sexual harassment cases.

CHR's primary functions have always been to:

- Oversee and approve the search processes for faculty and administrative professionals (AP).
- Carry out neutral fact finding with respect to all discrimination complaints and, thereby, provide University managers a factual basis on which to take remedial action, as appropriate.
- Carry out training activities on a limited basis.

CHR became a unit of the Office of the Vice President for Equity and Diversity when it was created in 2004. Since that time, CHR's increased pro-active initiatives have sought to:

- Educate and raise awareness about human rights issues in an effort to reduce complaints and improve campus climate.
- Document, improve, and circulate best practices with respect to recruitment, hiring and retention of a diverse workforce.
- Enhance manager capacities to be sensitive to, and manage diversity in the workforce and the student population.

CHR's ongoing reorientation is enabling it to more directly advance the goals and objectives of WSU's Strategic Plan and the Strategic Plan for Equity and Diversity developed by the former Office of the Vice President for Equity and Diversity. CHR's most important goals include a reduction of discrimination and sexual harassment complaints by broadly promoting understanding and appreciation of equal employment opportunity and respect for human rights. CHR also seeks to provide EEO/AA, human rights, and diversity management training to managers. Also, it strives to give timely assistance for recruitment, hiring, and retention of

employees from underrepresented groups, including women and ethnic/racial minorities. In general, CHR hopes to ensure that university policies encourage relevant best practices.

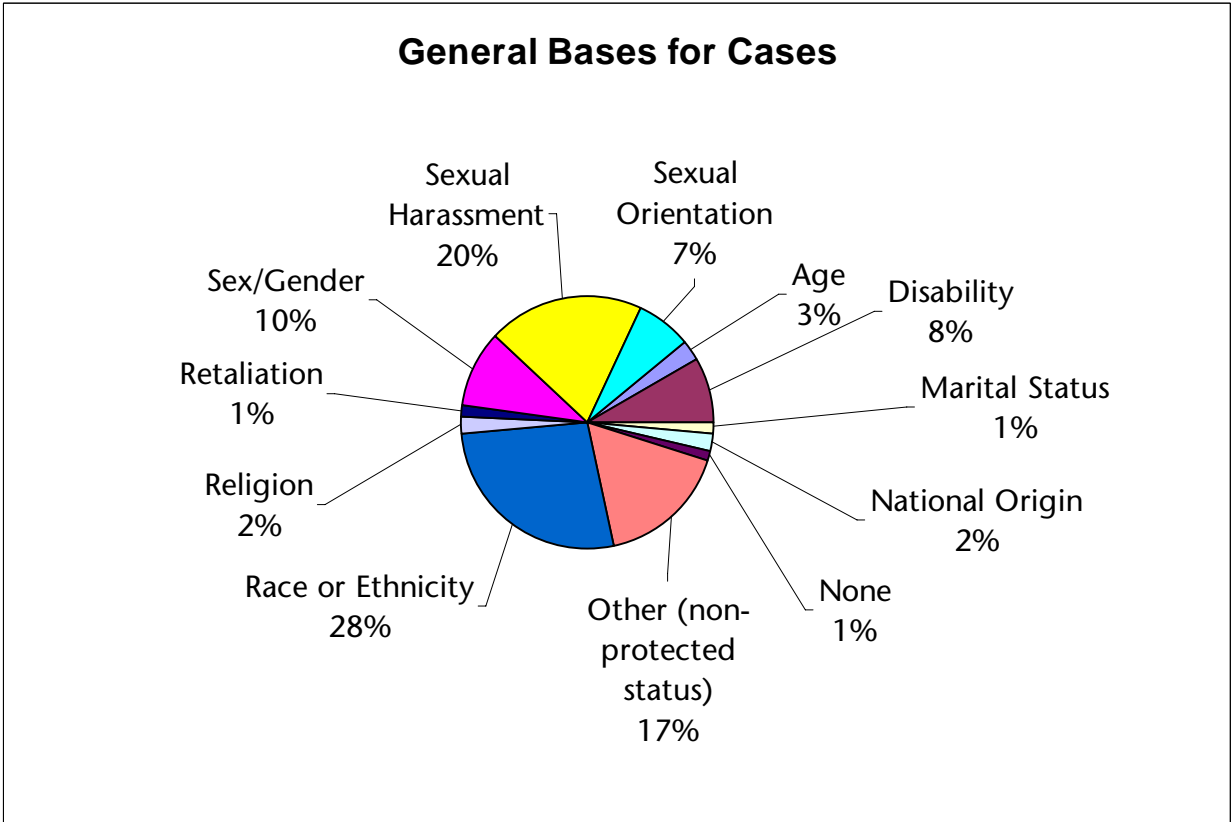
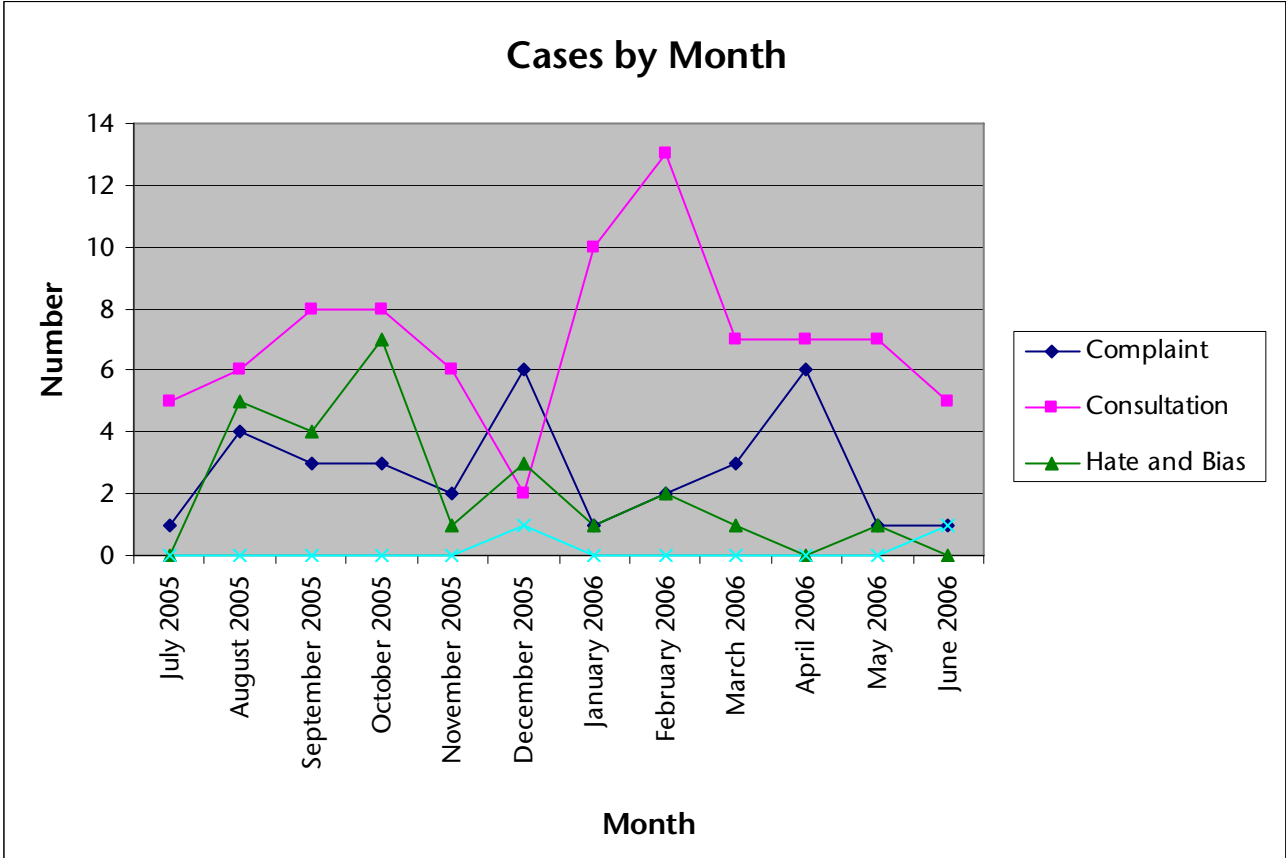
CHR has improved data collection and management with respect to all CHR functions, which is critical in providing evidence that CHR is a good steward of its resources, and is helping to improve the quality of life at WSU. At the end of every calendar quarter, CHR issues a *Quarterly Human Rights Report* to inform the WSU community about the nature of complaints and incident reports, and their resolution. This report, the first *Annual Human Rights Report: July 2005 – June 2006*, contains a compilation of data published in the *Quarterly Human Rights Report* for the four quarters from July 2005 to June 2006

During the past year, CHR has substantially increased its training offerings to students and employees on issues related to diversity and discrimination, including sexual harassment, in the workplace. For example, in January 2006, with the support of the Office of the Provost, CHR made available to the WSU community an online sexual harassment awareness training, which a substantial number of students and employees have taken. However, the four quarters of data contained herein is barely enough to begin to draw conclusions about trends and patterns, and the effectiveness of CHR interventions. A downward trend in some areas already begins to be seen; nevertheless, CHR will wait until next year's *Annual Human Rights Report: July 2006 – June 2007* to draw substantial conclusions from eight quarters of data.

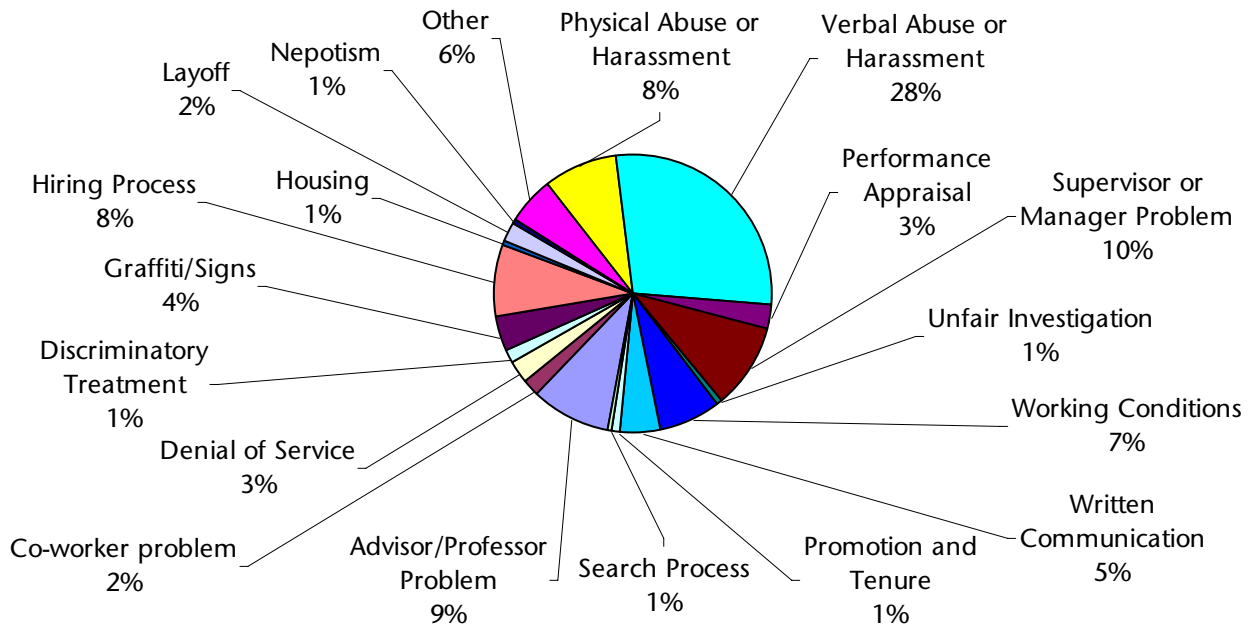
Therefore, this annual report, similar to the *Quarterly Human Rights Report*, is intended to provide the WSU community and the public at large merely with a statistical overview of complaints, consultations, and incident reports received, and inquiries and investigations conducted by CHR during for a specific period of time, July 2005 to June 2006 (the Reporting Period). This report also provides an accurate picture of allegations and CHR findings of discrimination and harassment, including sexual harassment, at WSU during the Reporting Period. This report can be downloaded at www.chr.wsu.edu. CHR invites comments on its format and content.

STATISTICS AT A GLANCE

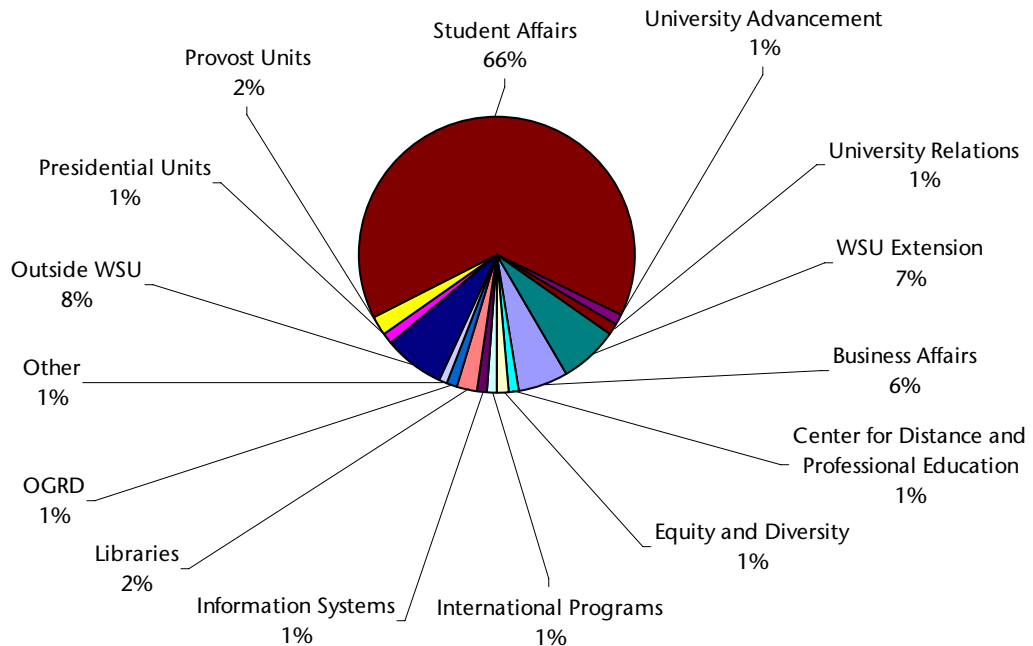
In general, this report and accompanying charts (without personal information), inform the reader as to: who is filing complaints, incident reports and consultations (generally, the complainants); who are the individuals being complained of (the respondents); where either are located within the University; what are the general bases for these cases; what are the specific issues alleged; and what are the results in all the cases. The charts that immediately follow offer a quick glance at the relevant statistics. Each chart refers to a total of 144 complaints, incident reports, and consultations received by CHR during the Reporting Period. A discussion section and more detailed charts follow.



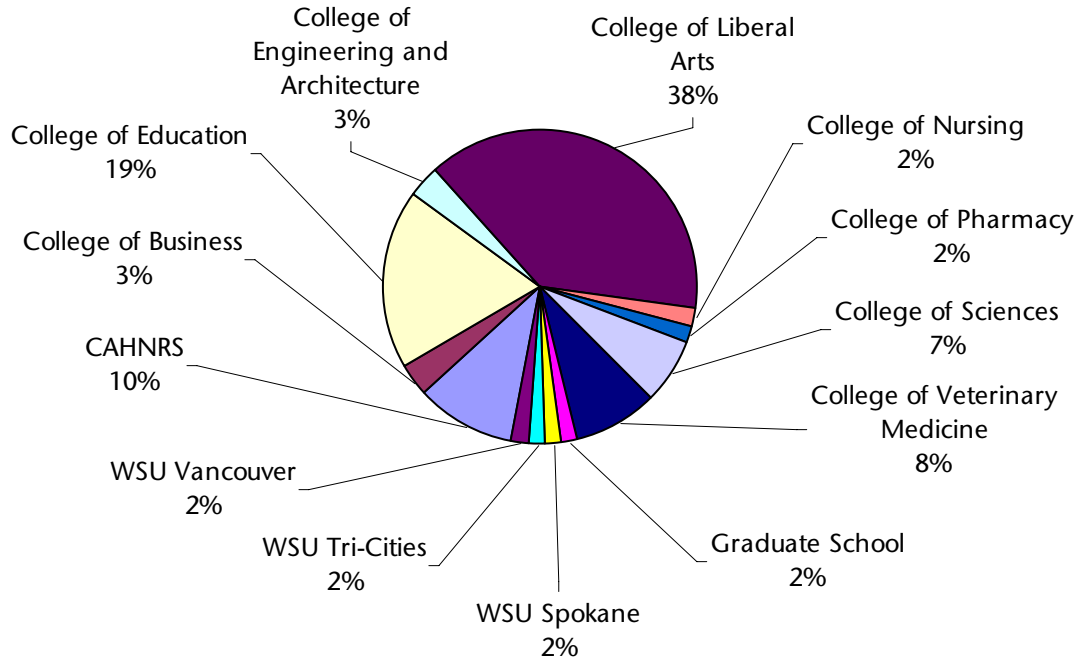
Specific Issues Alleged



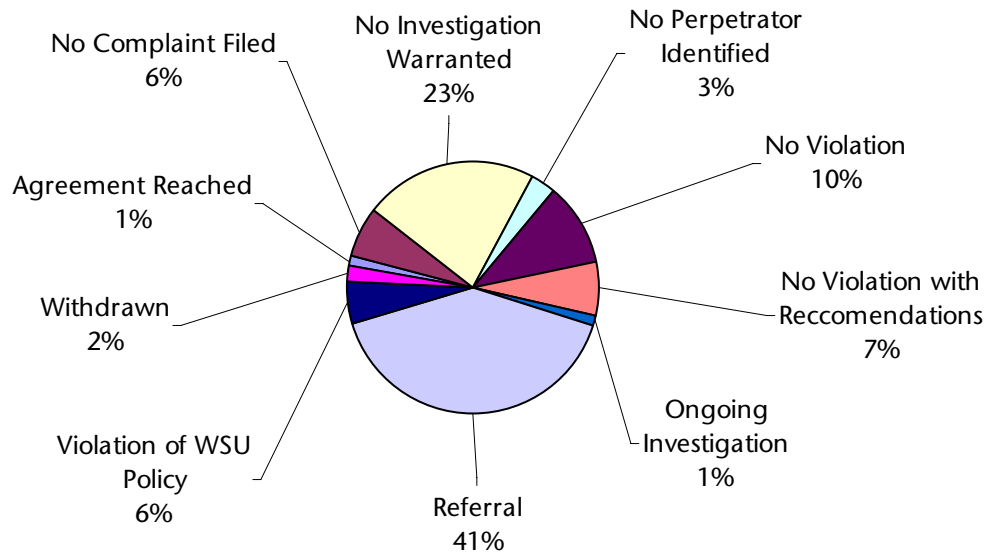
Complainants Executive Area



Complainants College



Results



DISCUSSION

During the Reporting Period, CHR handled 144 cases, which varied with respect to the general bases and specific issues alleged. Twenty-five, or 17 percent, of all cases were originated by “hate and bias” reports, a specific type of complaint. These refer to incidents in which an individual believes he/she was subjected to a situation, often by anonymous perpetrators, motivated by a specific animus based on, for example, race, ethnicity, gender, sexual orientation, etc. CHR started receiving, documenting, referring, and/or investigating such reports in April 2005. A web-based reporting form is available for individuals to report “hate and bias” incidents, which reaches CHR through e-mail with optional anonymity regarding the sender. Individuals also can call or contact CHR in person to file such reports, and they may report them to other University offices, which, in turn, inform CHR.

Regarding the 25 “hate and bias” reports CHR received during the Reporting Period, 14 were filed by email, 8 were filed in person, 1 report was sent by campus mail, and 2 telephone reports were forwarded to CHR. Employees filed 3 “hate and bias” reports that CHR received via email; 9 were filed by students; 1 came from the parent of a WSU student, 1 came from a job applicant, and 1 incomplete “hate and bias” report was received from a person not affiliated with WSU. Despite the fact that the web-based report gives complainants the opportunity to retain anonymity, only 1 of the 14 “hate and bias” reports submitted through that system was submitted anonymously. Thirteen, or 52 percent, of the “hate and bias” reports concerned race and/or ethnicity; 7, or 28 percent, concerned sexual orientation; 2, or 8 percent, concerned sexual harassment; 2, or 8 percent, concerned religion, and 1 report, or 4 percent, was filed for retaliation. Furthermore, regarding the specific issues involved in these cases, 11 concerned verbal abuse and/or harassment, 4 involved written communications, 4 concerned physical abuse and/or harassment, 4 complained of graffiti or posted signs, 1 concerned the hiring process for a campus position, and 1 complained of an Advisor/Professor problem.

CHR is the central reporting office at WSU for “hate and bias” reports. In some instances, CHR will refer such a case to an appropriate on-campus or off-campus office or entity for resolution, as appropriate, or investigate the case. In cases involving student conduct, the Office of Student Conduct (OSC) formally requests CHR to conduct an investigation and provide factual findings so OSC may determine if disciplinary proceedings are warranted. Of the twenty-five “hate and bias” cases completed during the Reporting Period, CHR found a violation of WSU policy in 5 of these cases. In 3 cases, CHR found no policy violations. In 2 other cases, CHR found no evidence of discrimination, yet, CHR referred these cases to OSC for consideration of possible violations of other sections of the *Standards of Conduct for Students* (SCS). In 8 cases, CHR determined that no investigation was warranted. Two cases were referred to another University office for resolution. In 5 cases, the perpetrators were not identified. (The purported victim was identified in all cases.)

CHR reviewed and addressed 84 requests for consultations during the Reporting Period. In such cases, CHR provided guidance and/or assistance to resolve an issue and no formal complaint was filed. Employees solicited 48 of the consultations and students sought 34. One consultation was requested by a WSU alumnus and one anonymous consultation was requested by a person outside of WSU.

Among the 84 consultations, 15 were related to race or ethnicity; 13 concerned possible sexual harassment issues; 12 concerned sex or gender; 9 concerned disabilities; 3 concerned age; 3

concerned sexual orientation; 2 consultations had no particular area of complaint; 2 related to marital status; 1 concerned possible retaliation; 1 concerned religion; and 1 concerned national origin. The 22 other consultations did not involve a legally protected category, such as age, race, ethnicity, sexual orientation, etc. Fifteen of these consultations concerned issues that were work related; and 7 related to student issues.

Consultations result from direct requests or complainants who decide not to pursue a complaint, preferring informal resolutions. In cases that warrant an investigation, or at least an inquiry, CHR always encourages the filing of a complaint for investigation. Inquiries or investigations into allegations of sexual harassment are always conducted, whether a complaint is filed or not, as required by law. Of the 84 consultations, CHR was contacted by telephone in 33 of them; 40 were submitted in person; 10 were initiated by e-mail; and CHR received 1 by letter. In 16 cases, no investigation was warranted; in 7, no complaint was filed; 6 cases resulted in no violations of WSU policies; in 3 cases, no violation was found but CHR made recommendations to appropriate supervisors; in 1, the party withdrew their complaint; and 1 consultation is ongoing. Fifty consultations ended as referrals. Thirty-one of the issues associated with the 50 referrals were work related; 18 related to student issues; and 1 referral came from a WSU alumnus. CHR received 1 Incident Report from a supervisor regarding a consensual relationship between subordinates, and another Incident Report from the WSU Children's' Center concerning the conduct of a parent.

During the Reporting Period, CHR received 33 complaints. All 33 complaints named an alleged perpetrator. Twenty-three complaints were filed in person; 4 were sent through the mail; 4 were sent via e-mail; and 2 complaints were received. Twenty of the complainants were students; 12 of were employees, and 1 was a WSU alumnus.

Of the 33 complaints, 12 were sexual harassment complaints; 11 concerned race/ethnicity issues; 3 alleged discrimination on the basis of a disability; 2 complaints alleged discrimination based on national origin; 1 alleged sex or gender based discrimination; 1 alleged age discrimination; and 1 alleged both sexual harassment and retaliation. Two other complaints did not involve a legally protected category, such as age, race, ethnicity, sexual orientation, etc. The specific issues raised were: verbal abuse or harassment (10), advisor/professor problems (5), hiring process issues (5), physical abuse or harassment (3), a denial of service (2), supervisor/manager problems (2), promotion/tenure (1), discriminatory treatment (1), housing (1), other (1), performance appraisal (1), and working conditions (1). After thorough investigation involving interviews and document reviews, CHR found no violations of University policies in 6 complaints; CHR found no violations yet made recommendations to the appropriate supervisors in 5 cases. CHR found violations of WSU policy in 3 cases. In 7 cases, no investigation was warranted; 2 were withdrawn by the complainant; and in 2 cases, the complainant failed to file a complaint after meeting with CHR. In one case, the parties reached a mutual agreement to resolve the conflict. Six cases were referred to other offices for resolution and one case remains under investigation.

Of all 144 complaints, consultations or incident reports, 29, or 20 percent, were sexual harassment complaints or inquiries and 39, or 28 percent, concerned race and/or ethnicity. Sex/Gender issues were alleged in 14 cases, or 10 percent. Disability issues were raised in 12 cases, or 8 percent. Sexual orientation was alleged in 10 cases, or 7 percent. Age was raised in 4 cases, or 3 percent of all complaints, consultations, and incident reports. Religious discrimination was alleged in 3 cases, or 2 percent. National origin was alleged in 3 cases, or 2 percent. Possible retaliation was raised in 2 cases, or 1 percent. Marital status was alleged in 2 cases, or 1 percent. Two cases, or 1 percent, had general, non-specific, allegations. Twenty-four cases,

or 17 percent, did not concern a legally protected status. Sixty-nine, or 48 percent, of the cases presented to CHR concerned work-related issues, and 73, or 51 percent, of the cases related to student issues. A general community issue was alleged in 2 cases, or 1 percent.

With respect to the status of the 144 complainants, 70 were students, 67 were employees, 2 were job applicants, 1 was an anonymous complainant, and 4 were persons from outside of WSU, 1 parent, 1 former student, 1 WSU alumna, and 1 from a person in B.C. CHR received 102 cases in which respondents were identified. In 37 cases, respondents were unidentified and in 5 cases general issues were asserted with no respondent. Of the respondents in the 102 cases, 26 were students, 28 were faculty, 29 administrative/professionals, 4 were classified staff, 9 WSU offices were named as respondents, and 6 respondents were from outside of WSU.

The executive area from which most cases originated was Student Affairs, with 55, or 38 percent. Of these, 17 ended in referral; no investigation was warranted in 14 cases; in 7 cases CHR found no violations of WSU policy; in 6 cases, CHR found violations of WSU policy; in 4 cases CHR found no violations of WSU's Discrimination and Sexual Harassment policy but recommended to the appropriate supervisors to look into possible violations of other WSU policies or other issues with employee conduct; in 3 cases involving student conduct, CHR found no violations of policy but recommended that OSC look into possible violations of other provisions of the SCS. In 2 cases, no perpetrator was identified and in 2 cases a mutual agreement was reached by the parties involved. Of these cases, 11 were complaints, 18 cases came to CHR as "hate and bias" reports, 25 cases were consultations, and CHR received 1 incident report.

CHR received 23 complaints, consultations, "hate and bias" reports, or incident reports from the College of Liberal Arts, including 17 consultations, 2 complaints, 2 "hate and bias" reports, and 1 incident report. CHR received 11 cases from the College of Education, including 8 consultations and 3 complaints. Four consultations and 2 complaints came from the College of Agricultural, Human, and Natural Resources. Four consultations and 2 complaints came from Cooperative Extension. Three "hate and bias" reports, 2 consultations, and 1 complaint was received from people outside of WSU. Four consultations and 1 complaint came from the College of Veterinary Medicine.

Three consultations and 2 complaints came from Business Affairs. CHR received 2 complaints and 2 consultations from the College of Sciences. Two consultations came from the College of Engineering and Architecture; 1 consultation and 1 complaint came from the College of Business; and 2 consultations came from both the Libraries and the Provost's Units. One complaint came from the College of Nursing and 1 consultation came from the College of Pharmacy. CHR received 1 complaint from a person at WSU Spokane, 1 complaint from WSU Vancouver, and 1 consultation with a person at WSU Tri-Cities. One consultation came from the Graduate School and 1 came from International Programs. One "hate and bias" report was filed by a person in an office under the Vice President for Equity and Diversity, and a complaint was filed by a person in an office under the Vice President for Information Systems. CHR received 1 "hate and bias" report from University Relations and 1 consultation from University Advancement. One consultation was from the Center for Distance and Professional Education and 1 consultation was from the Office of Grant and Research Development. One consultation was with a person who works in a unit that reports to the President's Office. One other consultation was with an anonymous person.

Regarding the 33 complaints received and respondents' respective college or executive area, 6 respondents were from the Student Affairs; 5 were from the Business Affairs; 4 respondents were from the College of Education; 4 were from the College of Liberal Arts; 2 were from the

College of Agricultural, Human, and Natural Resource Sciences; 2 were from the College of Sciences; 2 were from Cooperative Extension; 1 respondent was from the College of Business; 1 was from the College of Nursing; 1 was from the College of Veterinary Medicine; 1 was from Information Systems; 1 respondent was from the Office of Grant and Research Development; 1 was from WSU Vancouver; 1 complaint was about a person outside of WSU; and 1 complaint was filed against WSU without specifying a unit.

Of the 144 cases CHR handled during the Reporting Period, information regarding the gender of the complainant was given in all of the cases. Females filed 82 complaints, consultations, "hate and bias" reports, or incident reports, or 57 percent of the total, and males filed 62, or 43 percent. The most common issue, raised by female and male complainants in 28 percent of all cases, concerned verbal abuse or harassment.

Information about the race or ethnicity of the complainants is available in 113 cases, or 78 percent. Sixty-four, or 44 percent, of the complainants self-identified as White/Caucasian with a majority of the complaints regarding sexual harassment or some other, non-protected, status (one that is not covered under WSU's Discrimination and Sexual Harassment Policy). Fourteen, or 10 percent; self-identified as Hispanic/Latino; 13, or 9 percent, self-identified as African Americans; 13, or 9 percent, self-identified as Asian, Asian American or Pacific Islanders; 6, or 4 percent, of complainants self-identified as Native American or Alaskan Native; and 3, or 2 percent, self-identified as being of Middle Eastern origin. The majority of these complaints related to allegations of discrimination on the basis of race, ethnicity, or national origin.

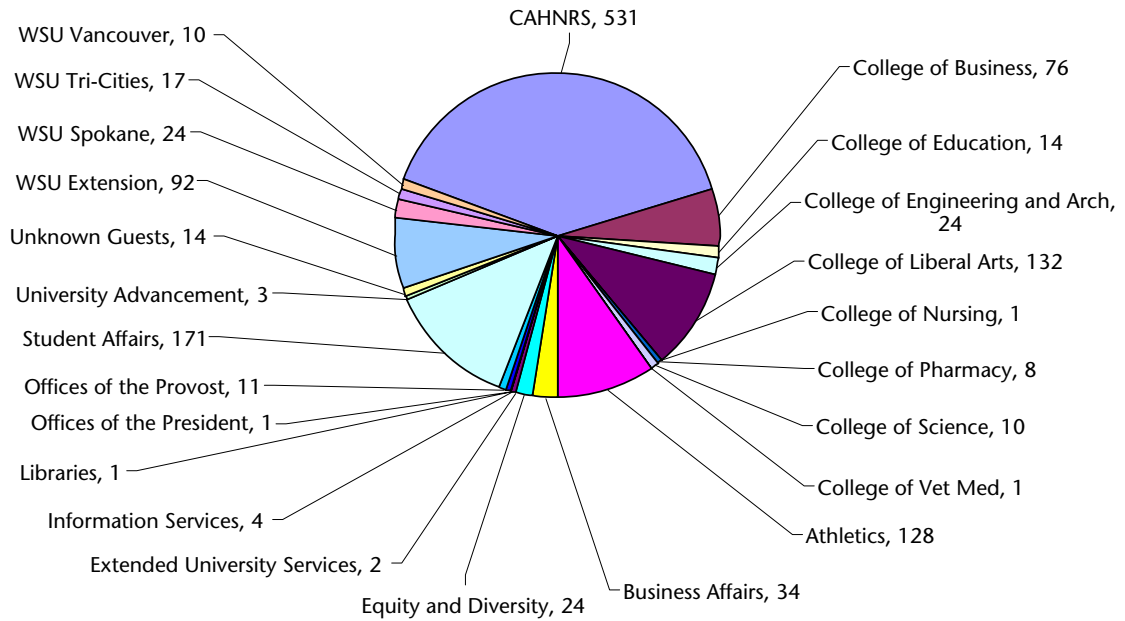
SEXUAL HARASSMENT PREVENTION COURSE

In January 2006 with support from the Office of the Provost, CHR made an online sexual harassment prevention course available on the CHR website. Over the next six months, various departments, units, areas and colleges asked all their employees, including faculty, AP, and classified staff, to take the course. The College of Agricultural, Human, and Natural Resource Sciences was the first college to make it mandatory that all employees, including graduate students, complete the course. The first unit to have all employees take the course was the Military Science department, which completed it in January 2006. The College of Agricultural, Human, and Natural Resource Sciences, WSU Cooperative Extension, the College of Business, the College of Liberal Arts, and the Athletic department led the way in having many employees complete the course. University Recreation was the first program to require all student employees to complete the course.

In January 2006, 94 employees took the course. In February, 483 employees and 216 students completed the course. In March, 379 employees and 216 students completed the course. In April 212 employees and 16 students completed the course. In May, 117 employees and 34 students completed the course. In June, 38 employees and 16 students took the course.

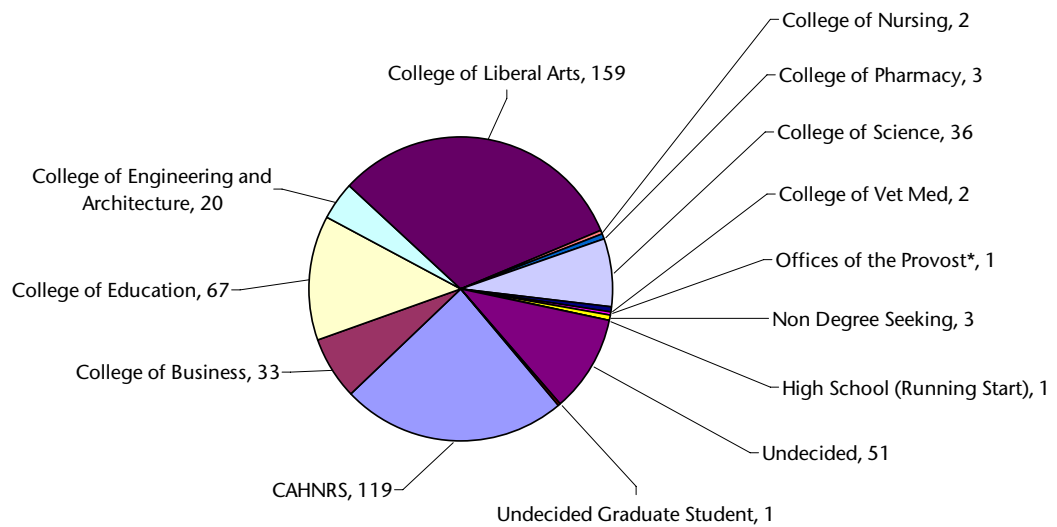
ONLINE SEXUAL HARASSMENT PREVENTION COURSE

EMPLOYEE USER DATA



1331 Total Users

STUDENT USER DATA



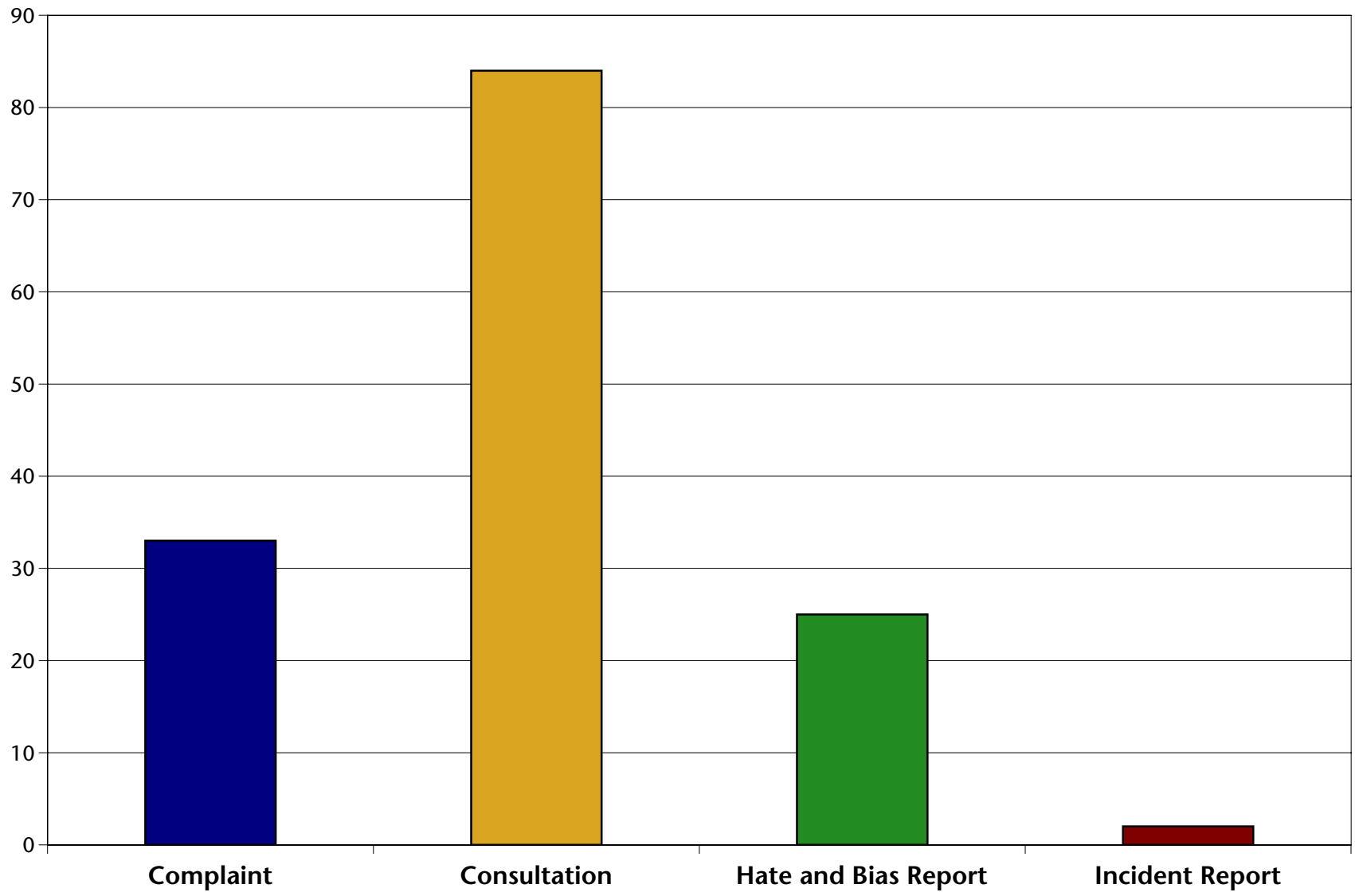
* Naval Science

498 Total Users

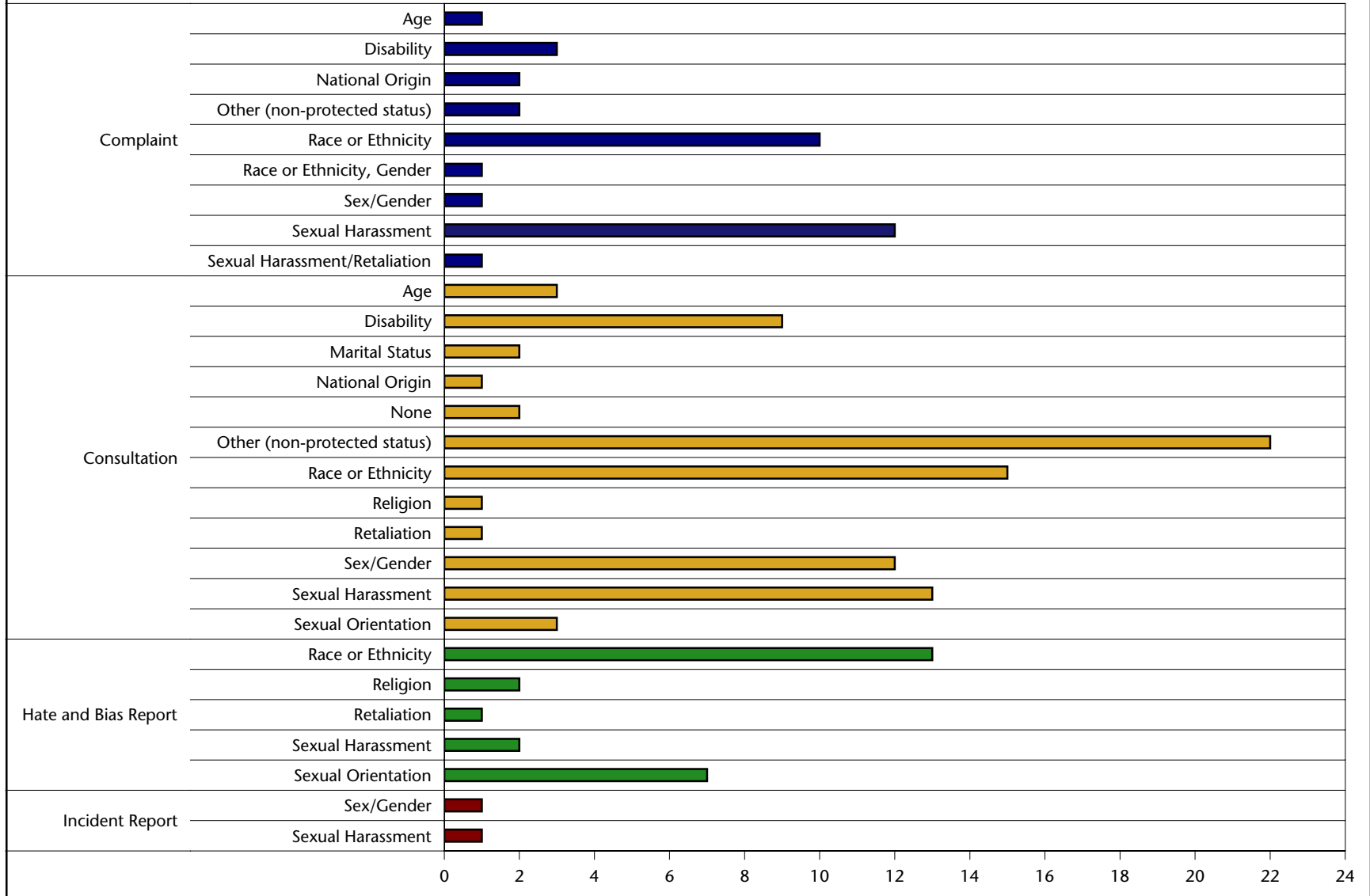
COMPLAINTS AND INVESTIGATIONS CHARTS

CUMULATIVE, JULY 2005 – JUNE 2006

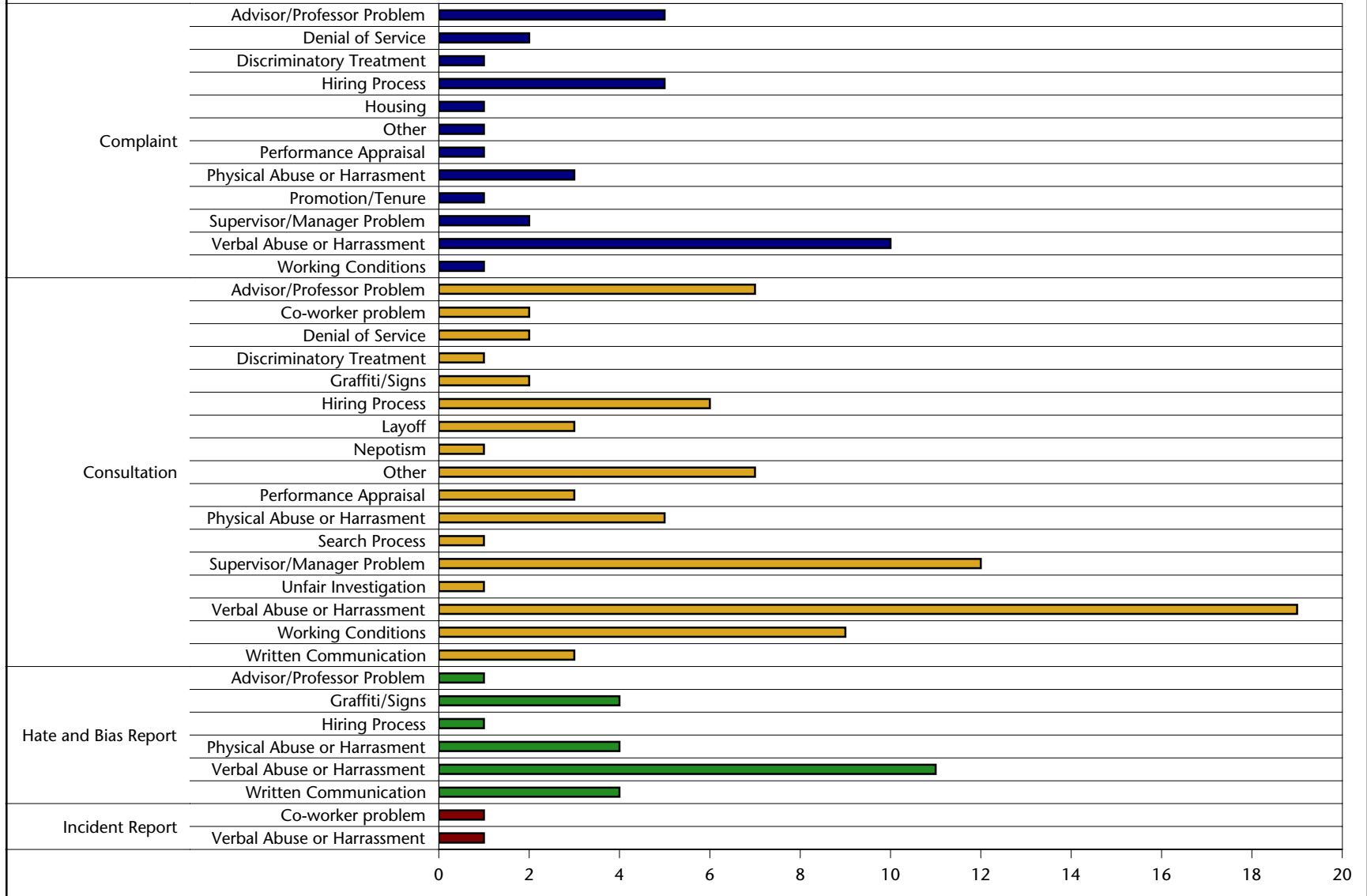
Cases from July 1, 2005 to June 30, 2006



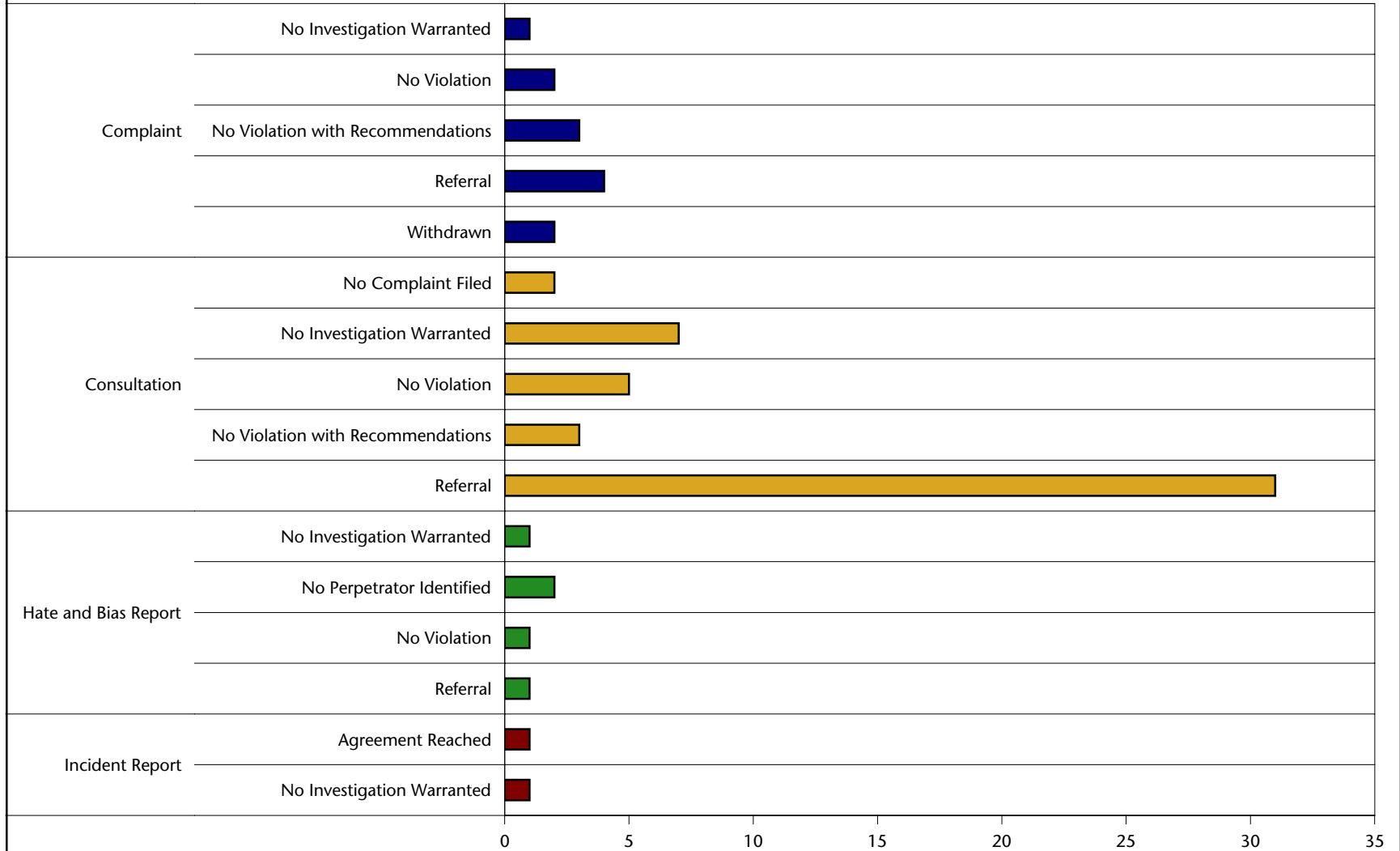
Cases by General Bases Alleged



Cases by Specific Issues Alleged

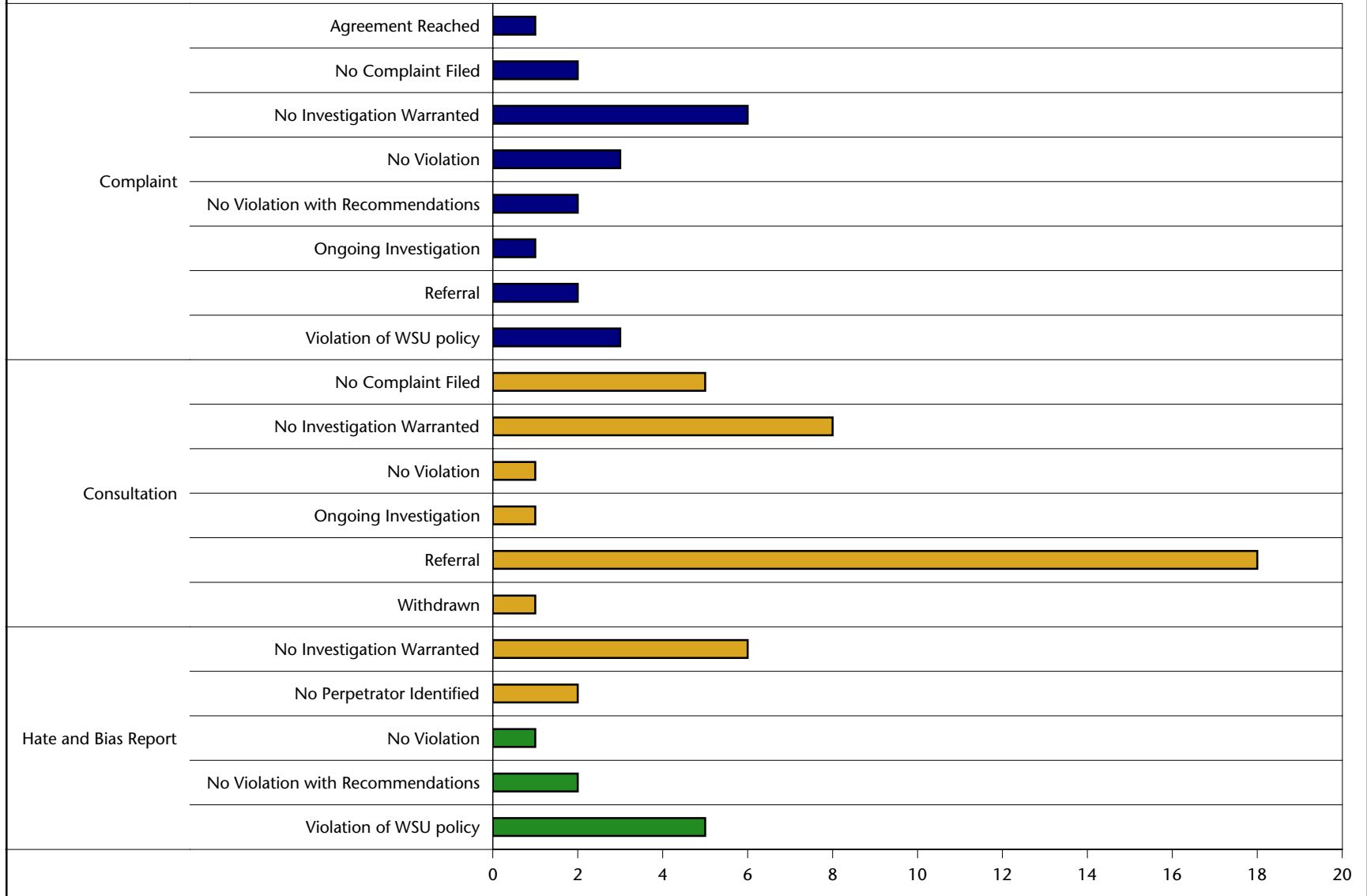


Results in Cases From Employees*



*Employees includes Faculty, Administrative Professionals, and Classified Staff

Results in Cases from Students

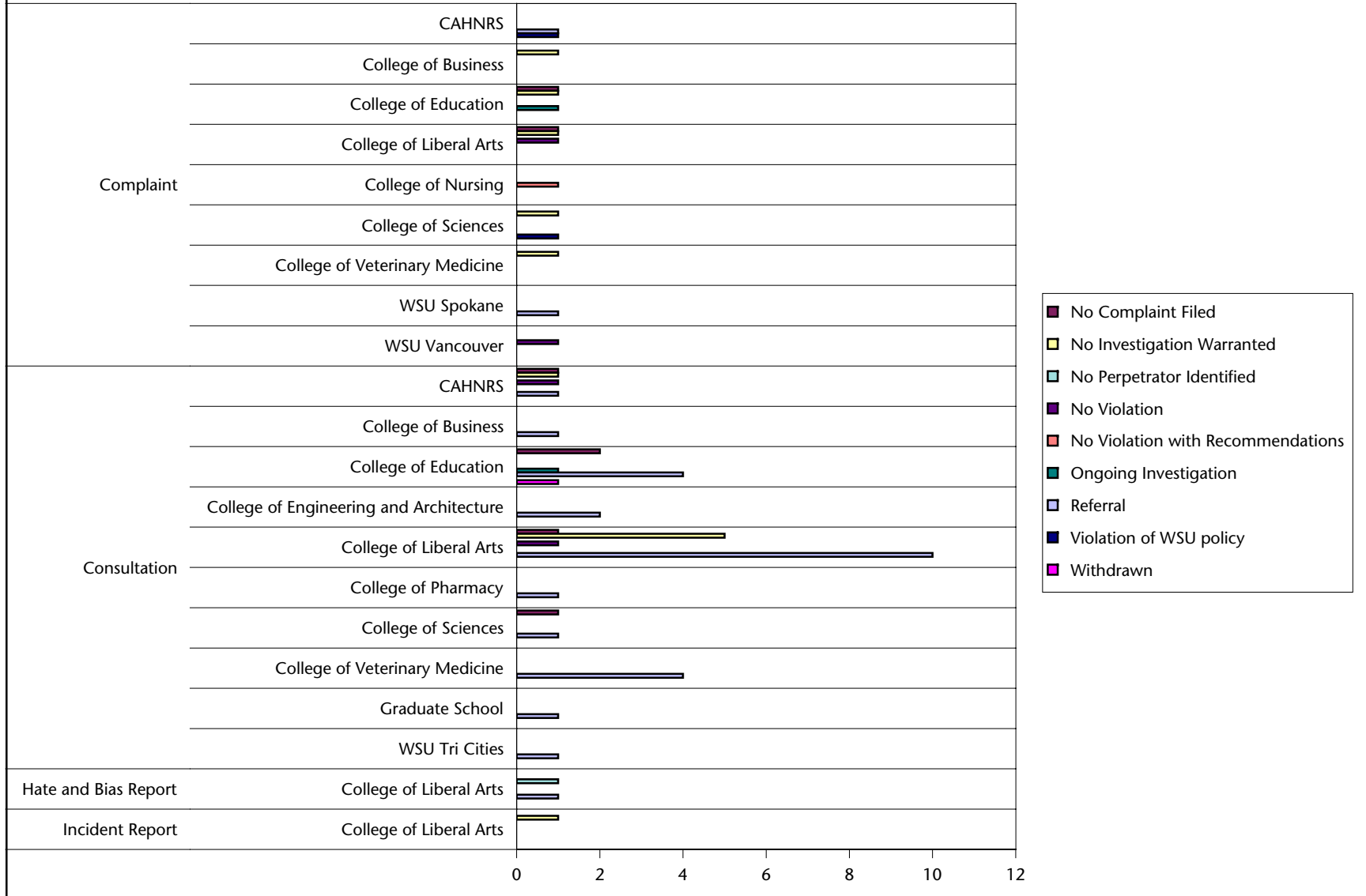


Cases from Complainants Outside of WSU

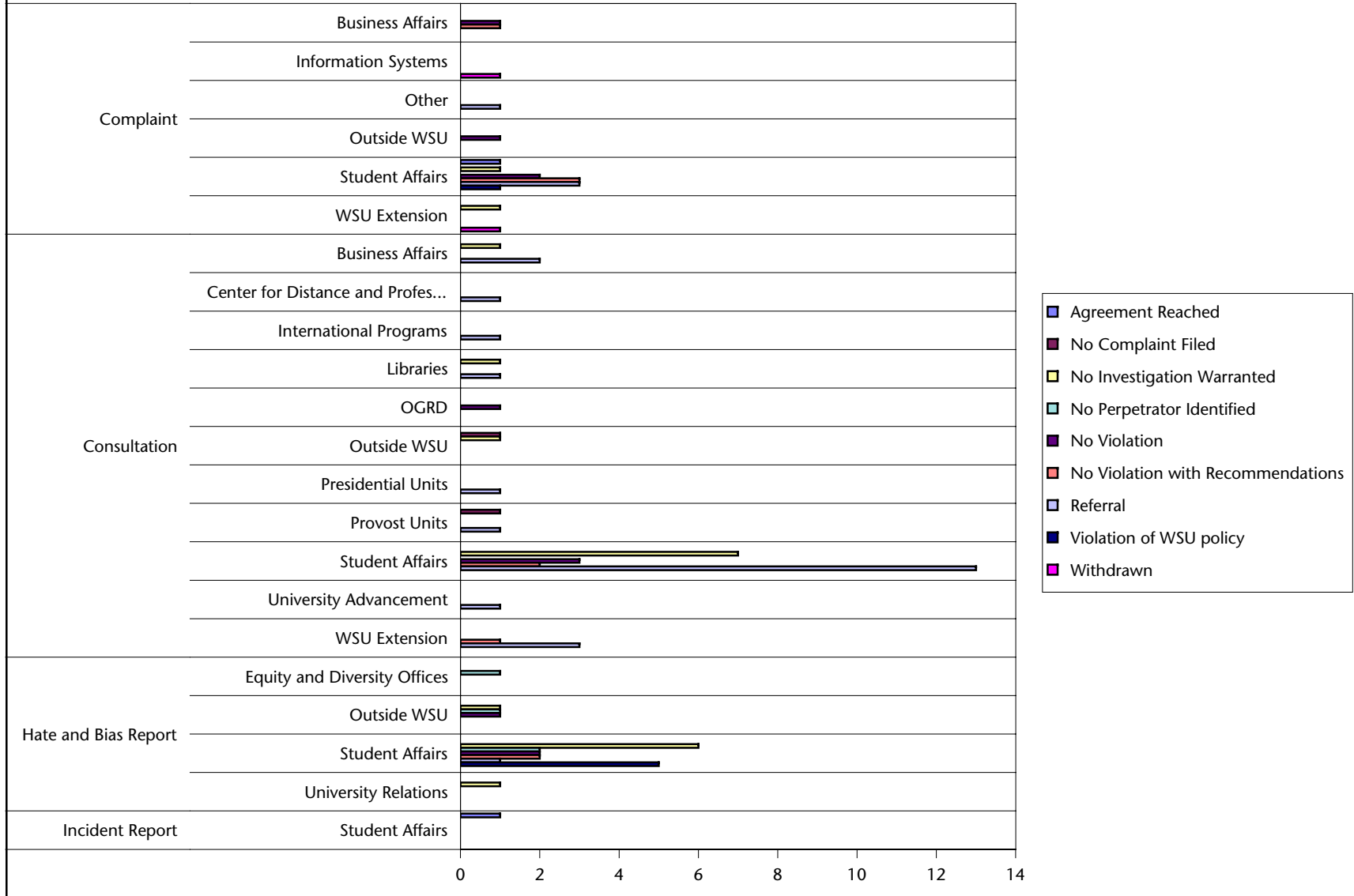


*Includes two cases from job applicants, two unidentified complainants, a WSU alumnus, a former student, and a WSU parent.

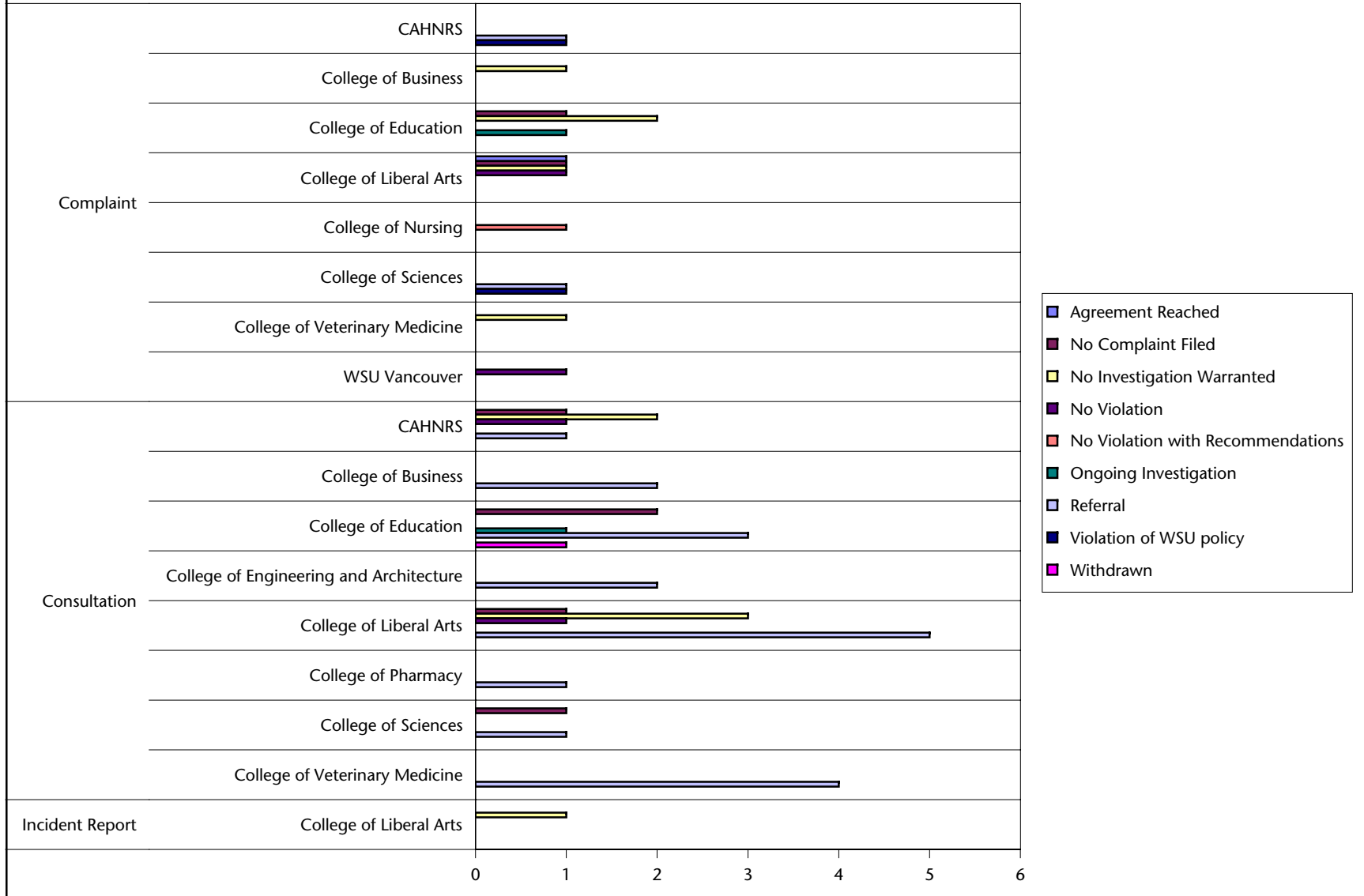
Case Results by Complainant's College



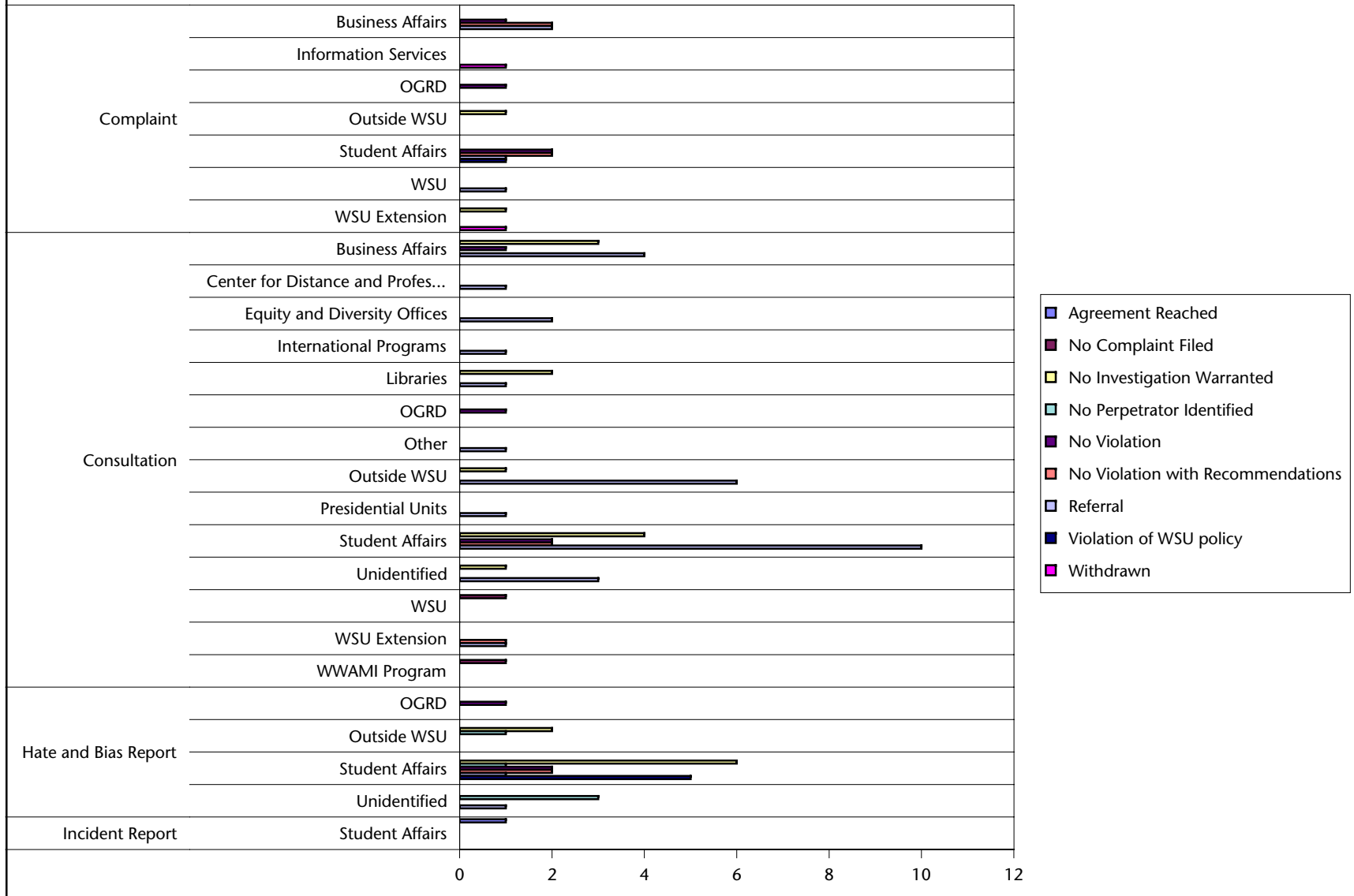
Case and Results by Complainant's Executive Area



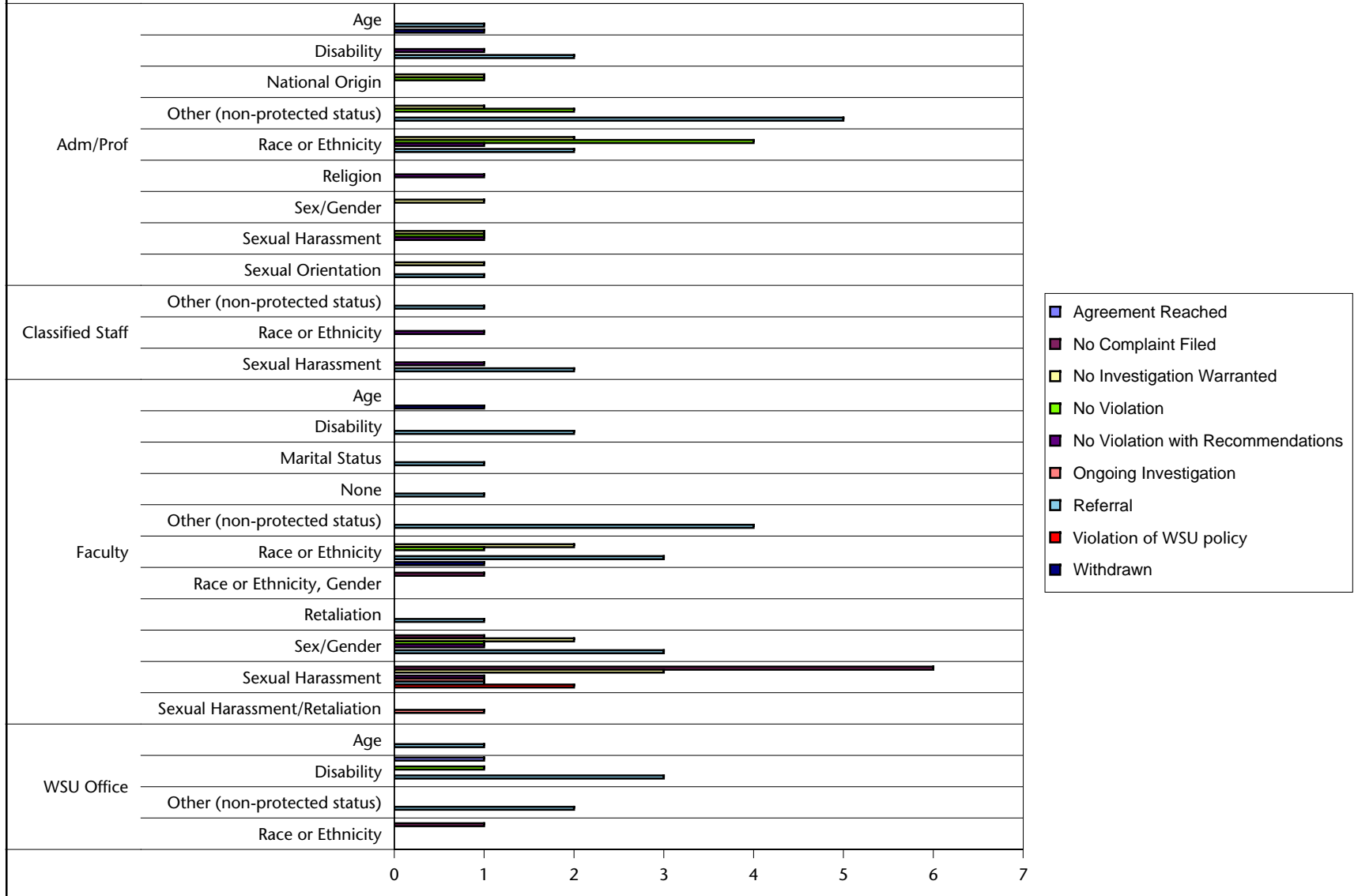
Case Results by Respondent's College



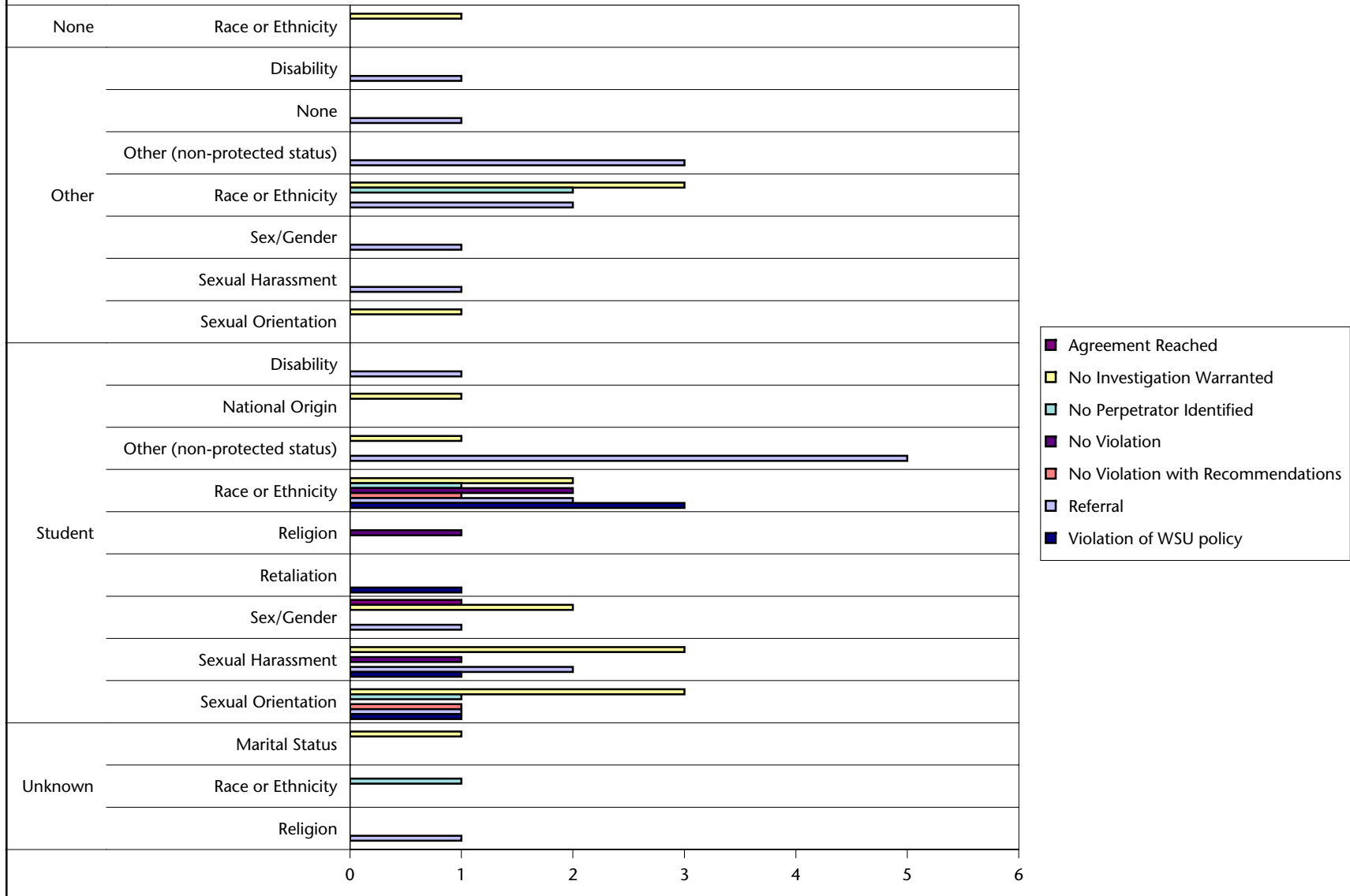
Case Results by Respondent's Executive Area



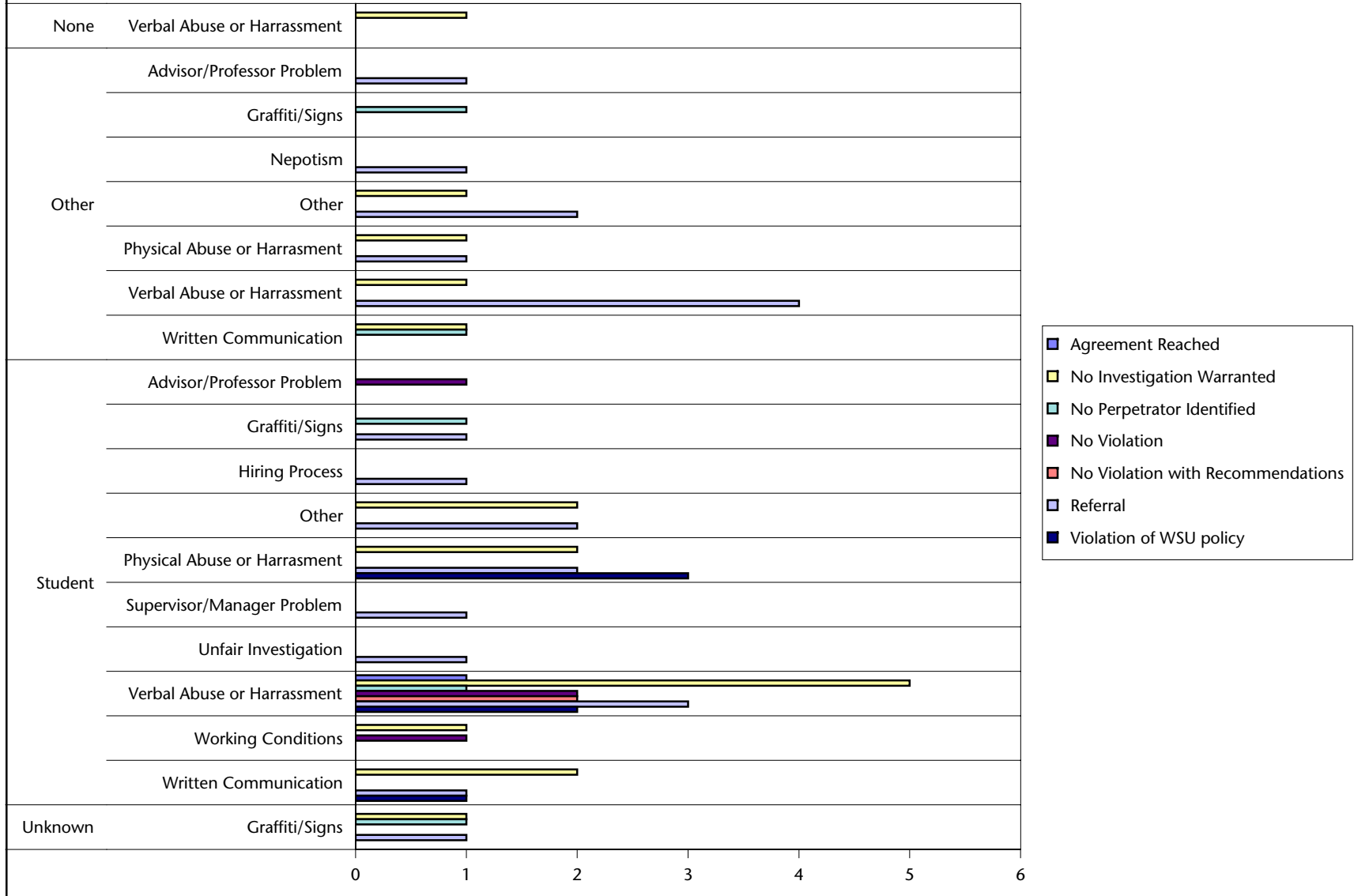
Case Base and Results by Status of Respondent (Employee)



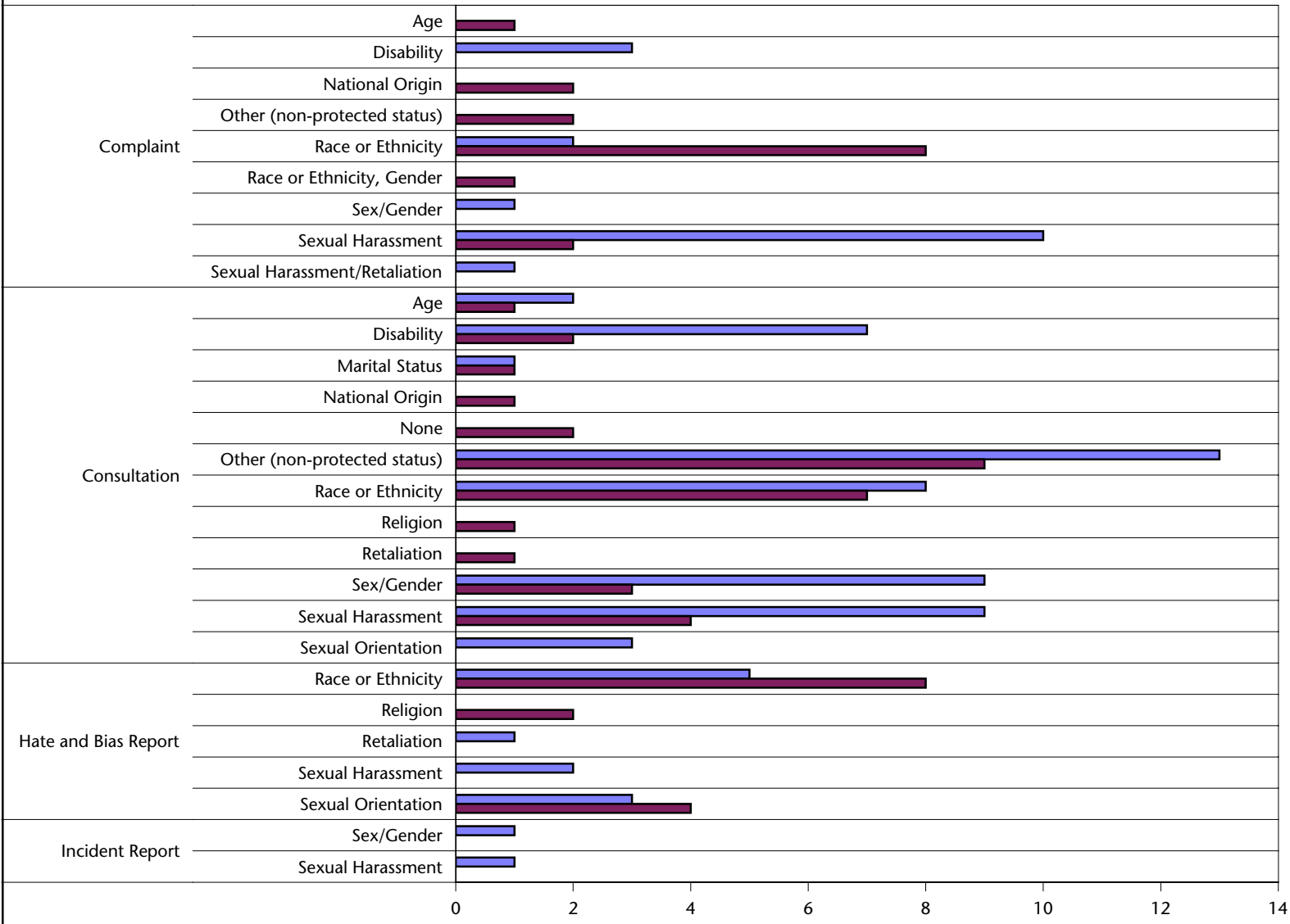
Case Base and Results by Status of Respondent (Non-Employee)



Issues and Results by Status of Respondent (Non-Employee)

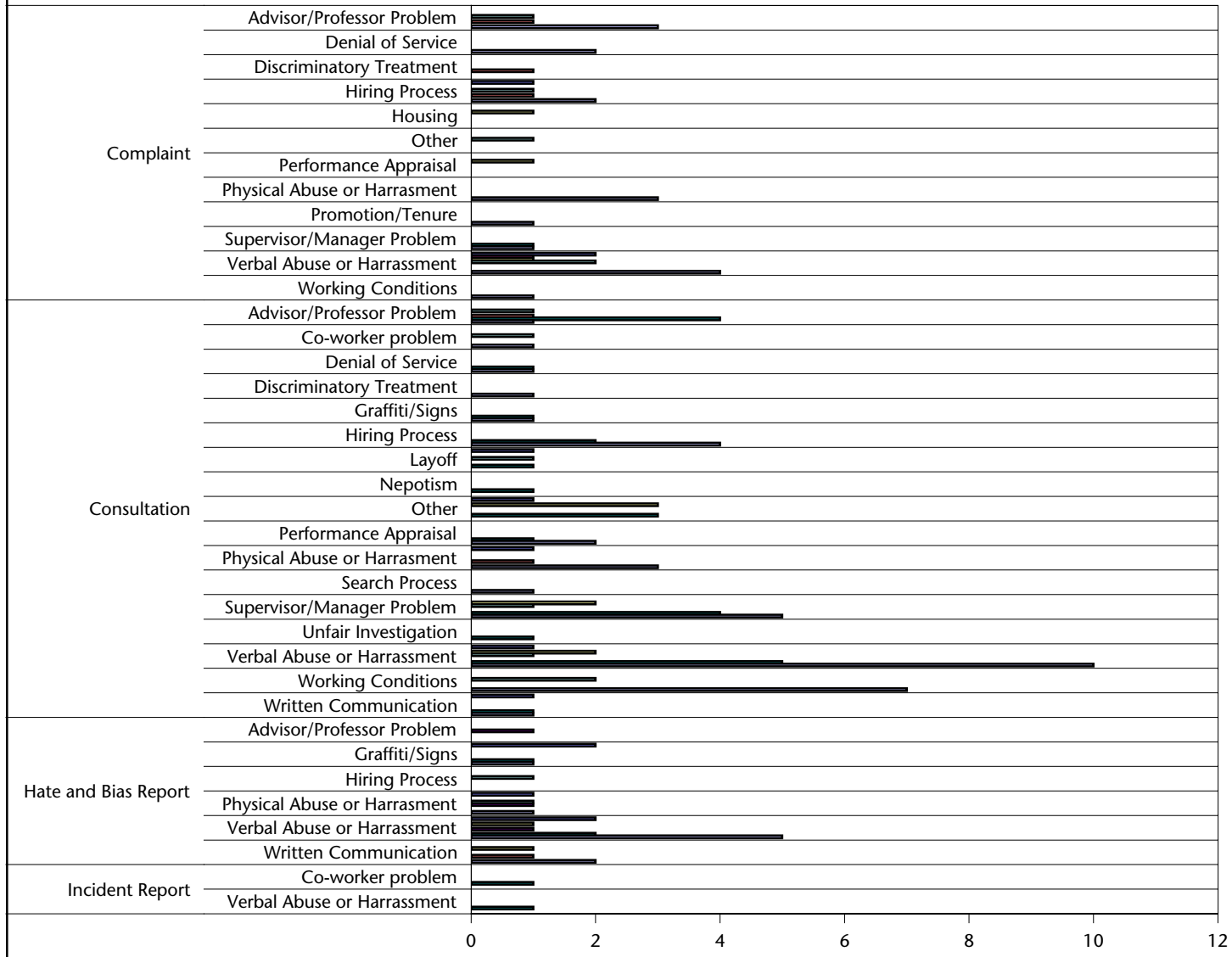


Case Bases by Sex/Gender



Female
Male

Case Issues by Race or Ethnicity



- African American
- Asian American
- Asian/Pacific Islander
- Hispanic/Latino
- Middle Eastern
- Native American
- Unreported
- White/Caucasian

Case Issues by Sex or Gender

