

University of Washington
Civil Rights/Employment Compliance

Laws and Regulations
UW Policies, Boards and Committees, and Service Providers

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This document was prepared by University of Washington Compliance Services with review by appropriate subject matter experts across the institution.

Introduction

This document surveys the current state of civil rights/employment compliance at the University of Washington. It is one of five parts, with companion reports on research, health and safety, information, and financial compliance. Together, the documents are intended as a resource to support decision making and process improvement across the institution. They catalog the external regulatory framework for higher education compliance, as well as the UW's management and administration of its compliance obligations. The reports focus primarily on Seattle campus operations – including UW Medicine – but include references to UW Bothell and UW Tacoma when and where possible.

Civil rights/employment compliance encompasses a broad array of topics, including gender equity in athletics and academics, affirmative action, worker's compensation, employee benefits and insurance, and access and accommodations for persons with disabilities, among others. A foundational commitment to the civil rights of every member of the University community, and compliance with relevant employment laws and regulations, is central to fulfillment of the institution's academic, research and service mission.

Regulatory environment

Laws and regulations

The following is a sample of the many federal, state and local laws and regulations regarding civil rights and employment with which the University of Washington must comply:

Federal

Affordable Care Act (Translated Resources for Covered Entities) | 42 U.S.C. § 1557

Age Discrimination Act | 42 U.S.C. § 6101 *et seq.*

Age Discrimination in Employment Act (ADEA) | 29 U.S.C. § 621 *et seq.*

Americans with Disabilities Act (ADA) | 42 U.S.C. § 12101 *et seq.*

Civil Rights Act of 1964 (Title VI) | 42 U.S.C. § 2000d *et seq.*

Civil Rights Act of 1964 (Title VII) | 42 U.S.C. § 2000e *et seq.*

Continuation Coverage and Additional Standards for Group Health Plans | 29 U.S.C. § 1161 *et seq.*

Consumer Credit Protection Act | 15 U.S.C. § 1601

Equal Employment Opportunity (Executive Order No. 11246) | 30 F.R. 12319

Equal Pay Act | 29 U.S.C. § 206

Equity in Athletics Disclosure Act | 20 U.S.C. § 1092

Fair Labor Standards Act | 29 U.S.C. § 201

Family Educational Rights and Privacy Act of 1964 (FERPA) | 20 U.S.C. § 1232g

Family and Medical Leave Act | 29 U.S.C. § 2601

Federal Insurance Contribution Act (FICA) | 26 U.S.C. § 21

Genetic Information Non-discrimination Act of 2008 (GINA) | 42 U.S.C. § 2000ff

Health Insurance Portability and Accountability Act | 42 U.S.C. § 300 gg; 29 U.S.C. § 1181; 42 U.S.C. § 1320d *et seq.*

Higher Education Opportunity Act | 20 U.S.C. § 1092

Immigration and Nationality Act | 8 U.S.C. § 1151

Lilly Ledbetter Fair Pay Act of 2009 | 42 U.S.C. § 2000a

National Labor Relations Act | 29 U.S.C. §§ 151-169

Rehabilitation Act of 1973 | 29 U.S.C. § 701 *et seq.*

Safe and Drug-free Schools and Communities Act | 20 U.S.C. § 7101 *et seq.*

Social Security Act | 42 U.S.C. §§ 301-1397mm

Taxation of Employee Annuities | 26 U.S.C. § 403

Title IX of the Education Amendments of 1972 | 20 U.S.C. § 1681

Violence Against Women Act | 42 U.S.C. § 13701

State

Title 4 RCW – Civil Procedure

Chapter 4.92: Actions and claims against state.

Title 28B RCW – Higher Education

Chapter 28B.10: Colleges and universities generally.

Chapter 28B.20: University of Washington.

Chapter 28B.110: Gender equality in higher education.

Chapter 28B.112: Campus sexual violence.

Title 41 RCW – Public Employment, Civil Service, and Pensions

Chapter 41.06: State civil service law.

Chapter 41.40: Washington Public Employees' Retirement System.

Chapter 41.76: Public four-year institutions of higher education – Faculty labor relations.

Chapter 41.80: State collective bargaining.

Title 49 RCW – Labor Regulations

Chapter 49.12: Industrial welfare.

Chapter 49.46: Minimum wage requirements and labor standards.

Chapter 49.60: Discrimination – Human rights commission.

Chapter 49.74: Affirmative action.

Chapter 49.76: Domestic violence leave.

Chapter 49.78: Family leave.

Title 50 RCW – Unemployment Compensation

Chapter 50.20: Benefits and claims.

Title 51 RCW – Industrial Insurance

Chapter 51.04: General provisions.

Title 296 WAC – Department of Labor and Industries

Title 357 WAC – Office of Financial Management – State Human Resources Director

Gubernatorial Executive Order 89-01 (Sexual Harassment)

Gubernatorial Executive Order 93-07 (Affirming Commitment to Diversity and Equity in Service Delivery and in the Communities of the State, Re-establishing Affirmative Action and Prohibiting Discrimination in State Workplaces)

County and Local

Seattle Civil Rights Rules and Ordinances

Seattle Human Rights Rules

Seattle Municipal Code

Government agencies

Selected federal and state governmental agencies responsible for promulgation and/or enforcement of the laws and regulations cited above include:

Federal

Department of Education (ED)

Department of Health & Human Services (HHS)

Department of Housing and Urban Development

Department of Justice (DOJ)

Department of Labor

Environmental Protection Agency (EPA)

Internal Revenue Service (IRS)

National Aeronautics and Astronautics Administration (NASA)

U.S. Equal Employment Opportunity Commission (EEOC)

State

Department of Labor and Industries (L&I)

Department of Social and Health Services (DSHS)

Seattle Office for Civil Rights

Washington State Attorney General

Washington State Public Employment Relations Commission (PERC)

Washington Student Achievement Council

Other

Accreditation Board for Engineering and Technology (ABET), American Psychological Association (APA), The Joint Commission, etc. (specialized and programmatic accreditors)

National Collegiate Athletic Association (NCAA)

Northwest Commission on Colleges and Universities (NWCCU) (regional accreditor)

Collective bargaining agreements with:

- Coalition (SEIU 925 and WFSE)
- American Federation of Teachers
- Inlandboatmen's Union
- Service Employees International Union 925
- Service Employees International Union 1199
- Service Employees International Union 1199 (Research/Hall Health)
- Teamsters 117
- Teamsters 117 (Print Plant Craft Employees)
- United Auto Workers
- UW Housestaff Association
- Washington Federation of State Employees (Master)
- Washington Federation of State Employees (Police Management)
- Washington State Nurses Association

UW boards and committees

The documented boards and committees currently providing guidance and oversight with regard to civil rights/employment compliance practices on the University of Washington's Seattle campus – including UW Medicine – are described below (in alphabetical order).

Bias Incident Advisory Committee (Seattle)

Bias Incident Review Committee (Tacoma)

Seattle: To help fulfill its commitment to addressing bias at the individual, institutional and systemic levels, the University has established the Bias Incident Advisory Committee to collect information and advise the Vice President for Student Life and the Vice President for Minority Affairs and Diversity on reports of bias-related incidents that may impact the UW community.

Tacoma: At UW-T, an initial review of each bias incident report is conducted by a group of four staff members. That group will make sure the report is routed to the appropriate office or to the Bias Incident Review Committee, as appropriate.

Membership: On the Seattle campus, committee members include representatives from Student Life, the Kelly Ethnic Cultural Center, the Q Center, the Counseling Center, UWPD, and others (including ASUW and GPSS). The committee is chaired by Ellen Taylor, Associate Vice President for Student Life.

On the Tacoma campus, committee members represent Student Engagement, Campus Safety, the Student Counseling Center, the Office of Equity and Inclusion, and individuals from the student body and faculty.

Law/regulation: None

UW policy: None

Committee for Continuous Professionalism Improvement (CPI) (UW Medicine)

The UW School of Medicine is committed to the promotion of professionalism in our community of faculty, staff, trainees and students. To support this, the Committee for Continuous Professionalism Improvement was created in 2007; it is charged with overseeing and promoting professionalism throughout the medical school and all teaching sites. This committee has provided a key leadership role on efforts such as creation of the UW Medicine Conflict of Interest Policy and the Policy on Professional Conduct, and on improving the learning environment for both teachers and learners

Membership: Committee members include faculty, residents, and staff, with additional input from the CPI Student Advisory Council, whose members are all enrolled at the UW School of Medicine.

Law/regulation: None

UW policy: None

Committee on Disability Issues (CDI)

The UW Committee on Disability Issues seeks to improve campus climate for students, staff, and faculty with disabilities. It serves to advise the Vice President for Minority Affairs and Diversity, and the Vice President for Student Life. The committee is reportedly inactive, but information is still featured on the DO-IT Center's webpage.

Membership: Unknown

Law/regulation: Americans with Disabilities Act (ADA)

UW policy: None

Diversity committees (academic units)

Many academic units (departments, schools, colleges) maintain diversity and diversity-focused committees, which may include faculty, staff and student members. A sample of such committees is below:

- Dean's Advisory Committee on Diversity (School of Law)
- Diversity Committee (College of the Environment)
- Diversity Committee (Department of Anthropology)
- Diversity Committee (Department of Biology)
- Diversity Committee (Department of History)
- Diversity Committee (Department of Urban Design & Planning)
- Diversity Committee (Evans School of Public Policy & Governance)
- Diversity Committee (Graduate Program in Neuroscience)
- Diversity Committee (Information School)
- Diversity Committee (Paul G. Allen School of Computer Science & Engineering)
- Diversity Committee (School of Nursing)
- Diversity Committee (School of Public Health)
- Equity, Diversity, and Social Justice Team (Campus Library – UW Bothell)
- Libraries Diversity Advisory Committee (Seattle campus)

Membership: Unknown

Law/regulation: None

UW policy: N/A

Diversity Council (Bothell)

The Diversity Council is an advisory body established to coordinate and guide ongoing progress in fulfilling the commitment to diversity outlined in the mission statement and identified as a priority through UW Bothell's strategic planning processes. The Diversity Council will advise the Chancellor and Vice Chancellors and make recommendations to inform the work of appropriate decision-making bodies. The Diversity Council will collaborate with the Cabinet, Academic Council, and GFO Executive Council on a regular basis and meet with the Chancellor annually.

Membership: The committee includes students, faculty, staff and alumni.

Law/regulation: None

UW policy: None

Diversity Council (Seattle)

The Diversity Council – co-chaired by the Vice President for Minority Affairs & Diversity and Chief Diversity Officer, and Associate Vice Provost for Faculty Advancement – advises the Vice President for Minority Affairs & Diversity and works to ensure that diversity remains integral to excellence at the University of Washington campuses in Seattle, Bothell, and Tacoma. The University Diversity Council has also played an important role in developing the **Diversity Blueprint** and monitoring its progress.

Membership: Faculty, staff, and students from across academic and administrative units.

Law/regulation: None

UW policy: None

Diversity, Equity, and Inclusion Advisory Committee

An official advisory committee of the UW Board of Regents, established in May 2016, the function of this committee is to advise the Board or its appropriate standing committee and the University President, or his or her designee, on matters relating to diversity, equity, and inclusion for faculty, students, staff, and in procurement and contracting.

Membership: The committee currently includes members of the Board of Regents and the community at large, a UW student, a faculty member, and a member of the UW Foundation Board. The UW President serves in *ex officio* capacity.

Law/regulation: None

UW policy: Standing Orders, Chapter 4 (Board of Regents Governance)

EOAA (Equal Opportunity/Affirmative Action) Advisory Workgroup

The workgroup provides ongoing support for the University's Equal Opportunity and Affirmative Action (EOAA) compliance obligations. Among other things, members support the creation of the UW's annual affirmative action plan, serve as resources for each member's unit/department when EOAA-related issues arise, and assist in relevant training of UW employees with regard to hiring practices.

Membership: Members represent Academic Human Resources, Human Resources, UW Libraries, Compliance Services, the Office for Faculty Advancement, the Disability Services Office, and the UW Division of the Attorney General's Office.

Law/regulation: Executive Order 11246 (Equal Employment Opportunity)

UW policy: EO 31 (Nondiscrimination and Affirmative Action); APS 46.2 (Affirmative Action Program)

Faculty Council on Multicultural Affairs

This faculty council is responsible for all matters of policy relating to the interests of faculty of color.

Membership: Voting members include faculty members from academic units across the University; ex officio members include students and a member of the Professional Staff Organization.

Law/regulation: None

UW policy: FCG Chapter 42-48: Councils and Committees

Faculty Council on Women and Academia

This faculty council is responsible for all matters of policy relating to the interests of women.

Membership: Voting members include faculty members from academic units across the University; ex officio members include students and a member of the Professional Staff Organization.

Law/regulation: None

UW policy: Councils and Committees: Chapter 42-47 (Faculty Code and Governance)

Gender Equity Committee

The committee reviews team rosters and participation opportunities provided by Intercollegiate Athletics (ICA). It also supports administrative and operational processes necessary for compliance with Title IX.

Membership: Committee members include the Athletic Director, Senior Woman Administrator, the University Ombud, the UW Title IX Coordinator, and representatives from the UW Division of the Attorney General’s Office, ICA compliance, sport supervisors, coaches and others.

Law/regulation: None

UW policy: None

Minority Community Advisory Committee

The mission of the UW Minority Community Advisory Committee (MCAC) is to advise the University President on special issues facing the University of Washington and to assist in strengthening and maintaining University connection with the communities of color, with special attention but not limited to the advancement of University diversity efforts and programs.

Membership: The current membership is composed of 13 representatives from minority communities in Washington State and two UW administrators who regularly attend the meetings.

Law/regulation: None

UW policy: None

Race & Equity Initiative Steering Committee (Seattle)

Race & Equity Initiative Steering Committee (Tacoma)

The committee was convened to ensure that the initiative is held accountable for collective, accelerated action.

Membership: Seattle campus: The committee is co-chaired by the Vice President for Minority Affairs and Chief Diversity Officer, and the Vice Provost and Dean of Undergraduate Academic Affairs. Members include faculty, staff, and students from the Seattle and Tacoma campuses.

Tacoma campus: The committee is chaired by the director of the Center for Equity and Inclusion, with members representing faculty, staff and students.

Law/regulation: None

UW policy: None

(Standing) Committee on Accessibility

The Committee on Accessibility assists University administration in the development of capital priorities to improve facilities and grounds access and utilization. In addition to this important

budget development role, the Committee has provided ongoing advice on accessible and universal design concepts applied to renewals, renovations, and capital projects.

Membership: Members are appointed by the Vice President for Finance and Facilities.

Law/regulation: Americans with Disabilities Act (ADA)

UW policy: None

Title IX Committee

The Title IX Committee is charged with fostering an institution-wide environment of cultural change, taking a community approach, and ensuring compliance with Title IX, as well as with the Clery Act and other relevant laws and regulations.

Membership: Current attendees represent the following units and organizations:

- Compliance and Risk Services
- Student Life
- Academic Personnel
- Intercollegiate Athletics (ICA)
- Campus HR
- Community Standards and Student Conduct (CSSC)
- Fraternity and Sorority Life
- Graduate School
- Health & Wellness
- SafeCampus
- Undergraduate Academic Affairs
- Global Affairs
- Housing & Food Services
- UW Tacoma
- UW Bothell
- UW Division of the Attorney General's Office

Law/regulation: Title IX of the Education Amendments of 1972

UW policy: EO 31 (Nondiscrimination and Affirmative Action)

Title IX Steering Committee

The Title IX Steering Committee is charged with fostering an institution-wide environment of cultural change, taking a community approach, and ensuring compliance with Title IX, as well as with the Clery Act and other laws and regulations, as they relate to sexual assault, stalking, domestic violence, and dating violence.

Membership: Represented campus units and organizations include:

- Faculty Senate
- Academic Personnel
- Compliance and Risk Services
- Graduate School
- UW Tacoma
- UW Bothell
- Human Resources
- Student Life
- Undergraduate Academic Affairs
- Intercollegiate Athletics (ICA)

Law/regulation: Title IX of the Education Amendments of 1972

UW policy: EO 31 (Nondiscrimination and Affirmative Action)

Designated civil rights/employment officials and their roles

Disability

Kate Leonard, Title IX/ADA Coordinator, Compliance Services | ADA Coordinator

Equal opportunity/Affirmative action

Shelley Kostrinsky, Assistant Vice Provost for Academic Personnel | EOAA Officer

National Collegiate Athletics Administration (NCAA)

Erin O'Connell, Senior Associate Director of Athletics, Intercollegiate Athletics | Senior Woman Administrator

State employee return-to-work program

Pam Nathan, Senior Return-to-Work Specialist, Claim Services | Employer representative: Return-to-work program (under Title 357-19-525 WAC)

Student and Exchange Visitor Program (SEVP)

Designated School Officials, or DSO (UW staff in the International Student Services (ISS) Office are all DSOs), maintain and update the records of nonimmigrant students in F and M visa categories, as required by federal laws and regulations

Title IX

Kate Leonard, Title IX/ADA Coordinator, Compliance Services | Title IX Coordinator

UW service providers

Although many University departments integrate civil rights and employment protocols, policies and officers into their operations, the following offices provide significant and/or centralized services on the three UW campuses.

Academic Personnel, Office of (Office of the Vice Provost for Academic Personnel)

The Office of the Vice Provost for Academic Personnel (AP) serves as the institutional portal for academic personnel administration. In partnership with schools, colleges, and campuses, AP works to fulfill the University's mission, vision, and values by supporting the:

- Recruitment, appointment, on-boarding and reporting of academic personnel from around the world;
- Retention, advancement, and career transitions of the University's academic personnel; and,
- University's efforts with regard to standards of ethics, integrity, and compliance with institutional policy and regulatory obligations.

Academic Personnel includes these units:

- Academic Personnel Administration
- Academic Human Resources
- Academic Human Resources Operations
- International Scholars Operations (ISO)
- Equal Opportunity and Affirmative Action (EOAA)
- Office of Research Misconduct Proceedings (ORMP)
- Strategy and Information Management

ADVANCE Center for Institutional Change

UW ADVANCE is a campus and national resource for best practices in academic leadership development, cultural change and policy transformation, and increasing the advancement and number of women in STEM fields.

Center for Equity & Inclusion – Tacoma

The Center collaborates with campus departments, offices and student organizations to enhance and expand programs, activities and services that promote understanding across different perspectives. It serves as a resource for undergraduate and graduate students, faculty and staff who hope to learn more about issues of diversity. CEI primarily provides programs and support in three main areas:

- Enhancing campus education
- Developing community partnerships

- Building a diverse campus community

Center for Health Equity, Diversity & Inclusion (CEDI)

The mission of the Center for Health Equity, Diversity and Inclusion (CEDI) is to build individual and institutional capacity to achieve excellence, foster innovation, and further health equity in the state and region by advancing diversity and inclusiveness throughout the School of Medicine’s teaching, patient care and research programs. CEDI’s programs and collaborations are aligned to further its goal of promoting diversity and inclusiveness throughout the School of Medicine including the WWAMI region.

Compliance and Risk Services

Claim Services. The office manages the University’s liability claims program, handling claims and lawsuits filed against UW for professional liability (malpractice), auto and general liability, employment practices liability, and other types of claims. It also manages UW’s Workers’ Compensation program, providing return-to-work services and coordination of claims adjudicated by the Washington State Department of Labor & Industries (L&I).

University Complaint Investigation and Resolution Office (UCIRO). The University Complaint Investigation and Resolution Office (UCIRO) is responsible for investigating complaints that a University employee has violated the University’s non-discrimination and/or non-retaliation policies. In addition, UCIRO is responsible for investigating and responding to most charges of discrimination filed by individuals with external agencies, such as the Equal Employment Opportunity Commission (EEOC) and the Washington State Human Rights Commission (WSHRC).

Workers’ Compensation. The University of Washington’s workers’ compensation program is insured through the State of Washington. The Washington State Department of Labor & Industries (L&I) manages workers’ compensation claims for UW.

DO-IT (Disabilities, Opportunities, Internetworking, and Technology) Center

The DO-IT Center is dedicated to assisting people with disabilities through technology and education. It promotes awareness and accessibility—in both the classroom and the workplace—to maximize the potential of individuals with disabilities and make the UW community more diverse and inclusive.

Disability Resources for Students – Bothell

A unit of Student Affairs at UW Bothell, DRS serves as a partner in fostering an inclusive and equitable environment for all campus students.

Disability Resources for Students (DRS) – Seattle

DRS, a unit of the Office of Student Life, ensures access and inclusion for all students with disabilities on the Seattle campus enrolled in undergraduate, graduate, professional, Evening Degree and Access programs. DRS serves 2,500+ students with either temporary or permanent physical, health, learning, sensory or psychological disabilities. The office partners with students and faculty to establish accommodations, services and access to academic programs.

Disability Resources for Students – Tacoma

Disability Resources for Students (DRS) is dedicated to ensuring access and inclusion for all students with disabilities on the UW Tacoma campus.

Diversity Center – Bothell

The center's mission is to advocate for and collaborate with others to support a safe and inclusive campus community. Resources will promote equity and social justice for all students, advocate and support students through education, and foster student success to marginalized and underrepresented communities at the University.

Human Resources

UW Human Resources provides staff human resources management services to the entire University and health system in the following areas: employment, compensation, professional development, employee relations, HR information services, and policy analysis. In addition, UWHR's responsibilities for labor relations, benefits, organizational development, violence prevention, disability accommodation services, employee communications, and employee engagement extend to all faculty and staff at the University of Washington. Areas with notable compliance-related responsibilities include:

- Total Benefits
- Compensation
- Labor Relations
- Campus HR Operations & Services

Disability Services Office (DSO). DSO provides:

- Services to faculty and staff with disabilities;
- Accommodation advice and resources for departments;
- Assistive equipment;
- Classroom or examination accommodations for non-matriculated students;
- Interpreters (sign language, oral, and tactile) and real-time captioning; and,
- General access accommodations for members of the public attending University events.

Human Resources/Organization Development – Tacoma

In partnership with UWHR, the Tacoma campus's Human Resources unit provides staff human resources management services to the campus in the following areas: employment, compensation, professional development, employee relations, policy analysis, labor relations, and organizational development.

Intercollegiate Athletics (ICA)

ICA maintains the University's compliance obligations with regard to the NCAA, the Pac-12 Conference, and relevant federal and state laws including Title IX. It administers the Student-Athlete Code of Conduct.

Ombud, Office of the

The University Ombud is appointed by the President in consultation with student, staff, and faculty representatives. The appointment is confirmed by the Faculty Senate. The responsibilities of the Ombud are: to help individual members of the University community explore and assert their rights and interests within the University; and to improve the fairness and effectiveness of the University's systems and operations.

Organizational Excellence & Human Resources – Bothell

Disability Services Office (Bothell). A service of Organizational Excellence and Human Resources, the Disability Services Office works with faculty and staff in need of disability accommodation.

Title IX Investigation Office

The Title IX Investigation Office – part of Compliance Services – is responsible for investigating complaints that a University student engaged in conduct that violates any of the sexual misconduct provisions of the **Student Conduct Code**. The conduct process is designed to provide a prompt, fair, and impartial investigation process, and to equitably protect the rights of individuals participating in the investigation.

UWPD

A unit of the Office of Student Life, UWPD exercises primary policing responsibility over the grounds of the UW and serves and protects the people and property of the University community. UWPD maintains four divisions: Administrative Services & Human Resources, the

Office of Professional Accountability & Community Compliance, Operations, and Strategy & Organizational Services.

Veterans Center

The Veterans Center is a space on campus where veterans and their dependents can come to get information about the services that the University of Washington offers. The Veterans Center serves as the hub of information for many aspects of the student veteran experience at UW.

UW policies

Listed below are relevant Administrative Policy Statements, Board of Regents Governance provisions, Presidential Orders, Employment and Administrative Policies, Faculty Code and Governance provisions, Student Governance and Policies, and Washington Administrative Code sections that support and guide civil rights and employment compliance at the University of Washington. A sample of additional policy sources is also included in this section.

Administrative Policy Statements (APS)

APS 1.3	University Government Relations and Lobbying Elected Officials
APS 2.2	University Privacy Policy
APS 10.8	Accident, Injury, and Illness Reporting
APS 11.7	Policy on Domestic Violence in the Workplace and Leave Related to Domestic Violence, Sexual Assault, or Stalking
APS 13.7	Alcohol and Drug Abuse Policy
APS 13.8	Drug and Alcohol Testing for Positions Requiring a Commercial Driver's License
APS 40.1	Types of University Personnel
APS 40.2	Designation of Classified and Professional Staff Employees Who Perform Essential Services
APS 40.4	Insurance Benefits and Retirement Plans
APS 41.1	Salary Payments and Employment Periods for Academic Personnel
APS 41.2	Faculty Recruiting Deadline
APS 42.1	Professional Staff Program
APS 43.1	Employee Representative Access – Organizing and Conduct of Business
APS 43.2	Payroll Deduction Policy for Classified Staff Employee Representative Dues
APS 43.11	Promotion Policy for Classified Non-union Positions
APS 43.12	Salary Determination Policy for Permanent Classified Non-union Staff Covered by State Department of Personnel Rules
APS 43.13	Probation and Trial Service Policy for Classified Non-union Staff
APS 43.14	Performance Management Policy for Classified Non-union Staff
APS 43.15	Leave Policy for Classified Non-union Staff
APS 43.16	Corrective Action Policy for Permanent Classified Non-union Staff Covered by State Department of Personnel Rules
APS 44.1	Student Employee Compensation

APS 44.3	University Employment of Minors
APS 45.2	Leave Use and Compensation for Classified and Professional Staff During Suspended Operations and During Inclement Weather
APS 45.3	Holiday Policy for Classified Non-union, Contract-Classified, and Professional Staff
APS 45.4	Leave Related to Active Duty Military Duty
APS 45.5	Family and Medical Leave Act (FMLA) Coverage for University Employees
APS 45.7	Overtime Eligibility and Compensation for Staff Employees
APS 45.9	Organ Donation Leave Sharing Policy
APS 45.10	Shared Leave Program for Classified Non-union and Contract-classified Staff, Professional Staff Employees, and Librarians
APS 46.1	Guidelines for Preemployment Inquiries
APS 46.2	Affirmative Action Program
APS 46.3	Resolution of Complaints Against University Employees
APS 46.4	Statements to Ensure Equal Opportunity and Reasonable Accommodation
APS 46.5	Policy on Reasonable Accommodation of Employees with Disabilities
APS 46.6	Service Animal Policy
APS 47.1	Summary of the State Employee Whistleblower Act
APS 47.2	Personal Use of University Facilities, Computers, and Equipment by University Employees
APS 47.3	Outside Consulting Activities and Part-time Employment by Professional or Classified Staff Employees
APS 47.4	University Restitution Process for Financial Losses or Irregularities
APS 47.5	Acceptance of Gifts or Contributions from Representatives of the Alcoholic Beverage Industry
APS 47.6	Policy for Employee Participation in Post-season Athletics Events
APS 47.10	Policy on Financial Irregularities and Other Related Illegal Acts
APS 51.1	On-site Childcare Center Enrollment Policy
APS 52.1	Procurement of Goods and Services
APS 70.2	General Travel Policies
APS. 71.1	University Travel Policy Regarding Travel on Private Aircraft and Acceptance of Payment of Travel Costs
APS 73.2	Travel Expenses for Prospective Employees

[APS 78.1](#) Convention and Conference Planning Requirements

Board of Regents Governance

Regent Policies

- [No. 2](#) Tenure of the Faculty Statement of Policy
- [No. 4](#) Policy on Admission
- [No. 10](#) Policy on Financial Aid, including Scholarships, Grants, and Fellowships, to Promote Student Diversity at the University of Washington
- [No. 11](#) Statement on Diversity
- [No. 14](#) Statement of Ethical Principles
- [No. 16](#) Statement of Business Equity for the University of Washington

Standing Orders

- [Chapter 5](#) Indemnification of University Personnel
- [Chapter 6](#) Policy on Assistance for Human Subjects

Employment and Administrative Policies

University Employment Policies

- [Chapter 104](#) Student Employees
- [Chapter 115](#) Retirement

Faculty Code and Governance

- [Chapter 23](#) Colleges, Schools, and Departments
- [Chapter 24](#) Appointment and Promotion of Faculty Members
- [Chapter 25](#) Tenure of the Faculty
- [Chapter 26](#) Financial Emergency and Procedures for Elimination of an Academic Program
- [Chapter 27](#) Administrative and Conciliatory Proceedings for the Resolution of Differences
- [Chapter 28](#) Adjudicative Proceedings for the Resolution of Differences
- [Chapter 42](#) Faculty Councils (the Standing Committees of the University Faculty) and Their Duties
- [Chapter 51](#) Faculty Leave and Vacations
- [Chapter 52](#) Earning Advanced Degrees: Exclusion of the Faculty

Presidential Orders

Executive Orders (EO)

V	Faculty Authority Concerning Appointment, Promotion, and Tenure
EO 4	The Provost
EO 7	The Vice President for Minority Affairs
EO 9	The Vice President for Human Resources
EO 18	The University Ombud
EO 19	Attorney General’s Division
EO 20	Administrative Appointments, Review of Administrative Appointments, and Review of Academic Units
EO 23	Non-university Speakers Sponsored by Student Organizations
EO 24	Research with Human Participants
EO 28	Graduate Student Service Appointments
EO 29	Partial Suspension of Executive Order No. 64
EO 31	Nondiscrimination and Affirmative Action
EO 32	Employee Responsibilities and Employee Conflict of Interest
EO 33	Professional Leave Policy
EO 35	Policy on Candidacy for Public Office
EO 38	Housing
EO 43	Policy Governing Acceptance of Honoraria
EO 45	Documentation of Qualifications and Recommendations for Promotion, Tenure, and Merit Increases
EO 48	Payroll Deduction Plans
EO 51	Sexual Violence Elimination Policy
EO 52	Participation in University-sponsored Training and Development Programs
EO 54	Employee-Student Romantic Relationships and Conflicts of Interest
EO 56	Reporting Suspected Child Abuse or Neglect
EO 57	Outside Professional Work Policy
EO 58	Student Academic Grievance Procedures

EO 59	Excess Compensation to Faculty
EO 61	Research Misconduct Policy
EO 64	Faculty Salary Policy

Student Governance and Policies

Scholastic Regulations

Chapter 101	Admission
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Student Policies

Chapter 208	Reasonable Accommodation of Students with Disabilities
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Washington Administrative Code (WAC)

Chapter 478-108 WAC	Practice and procedure: Part I – General Procedural Rules.
Chapter 478-121 WAC	Student conduct code for the University of Washington.
Chapter 478-124 WAC	General conduct code for the University of Washington.
Chapter 478-156 WAC	Rules for the University of Washington, Seattle campus residence halls, single student and family housing apartments.

Other policy sources

The official policies listed above have University-wide application and are therefore centrally reviewed, approved and maintained, with support from the Rules Coordination Office.

A number of departments and administrative units have established local policies, some with corresponding procedures and relevant committees, to help fulfill key civil rights and employment compliance obligations. Numerous training and/or informational manuals, guides, and plans – that may function as *de facto* policy – are also maintained on the three UW campuses and at UW Medicine. A sample of these sources is below.

Grants Information Memoranda (GIM)

GIM 3	Employee Benefit Costs under Sponsored Program Accounts
GIM 5	Supplementation of Stipends of Fellows and Trainees
GIM 35	Effort Reporting Policy for Sponsored Agreements
GIM 38	Faculty Reduced Responsibility Status Involving External Funding

Graduate School Memoranda

[Memo 33](#) Academic Grievance Procedure

[Academic Personnel Policies](#)

[Affirmative Action Policy](#)

[Code of Conduct – Intramural Sports](#)

[Code of Conduct – Trademarks & Licensing](#)

[Code of Conduct – UW Libraries](#)

[Financial Aid Code of Conduct](#)

[Guide to Ethics Policies](#)

[Guide to Integrity at Work \(Harborview Medical Center Ethics, Compliance Standards and Code of Conduct\)](#)

[Library Code of Conduct – UW Tacoma](#)

[Search Waiver Request Policy](#)

[Student-Athlete Grievance Policy and Procedures](#)

[Supplier Code of Conduct](#)

UW Medicine and UW School of Medicine

[Academic Policies for the MD Degree](#)

[Anesthesiology Resident Supervision Policy](#)

[Emergency Medicine Supervision Policy](#)

[Faculty Appointments and Promotions Guide](#)

[Family Medicine Supervision Policy](#)

[GME Policies and Procedures & UW Medicine and Affiliated Training Site Policies](#)

[HIPAA Privacy Policies](#)

[Internal Medicine Supervision Policy](#)

[ITS/CIS HER Practitioner Mandatory Training Policy](#)

[Nephrology Supervision Policy](#)

[Pediatrics Surgery Supervision Policy](#)

[Policies & UW Medicine Compliance](#)

[Policy on Professional Conduct](#)

[Resident and Fellow Files Policy](#)

[Supervision Policies](#)

[UW Resident Academic & Professional Conduct Policy & Procedure](#)

[Visiting Resident/Fellow Policy](#)

Visas (processes relative to international students; visiting faculty and researchers)

[E-3 Reference Guide](#)

[H-1B Reference Guide](#)

[J-1 Reference Guide](#)

[TN Reference Guide](#)