**The table below is intended to assist with identifying the primary office responsible by concern and student or employee type. Issues in any case or situation will affect the determination as to which office will have final responsibility and will be made on a case-by-case basis. The offices identified coordinate and collaborate on cases as appropriate.**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Administrative Professional** | | **Civil Service** | | **Faculty** | | **Temporary/Hourly** | | **Graduate Student** | | **Undergraduate Student** | | **Volunteer/Participant** |
| **Discrimination, Discriminatory Harassment and Sexual Harassment** | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/) | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/) | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  [**Office of the Provost**](https://provost.wsu.edu/) | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/) | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Graduate School**](http://www.gradschool.wsu.edu/)  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Dean of Students**](http://deanofstudents.wsu.edu/)  [**Cougar Health Services**](https://cougarhealth.wsu.edu/)**\*** | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Dean of Students**](http://deanofstudents.wsu.edu/)  [**Cougar Health Services**](https://cougarhealth.wsu.edu/)**\*** | | **Office for Equal Opportunity**  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Relevant Departmental Contacts** |
| **Sexual Misconduct** | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police** | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police** | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police** | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police** | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Graduate School**](http://www.gradschool.wsu.edu/)  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Cougar Health Services**](https://cougarhealth.wsu.edu/)  [**Dean of Students**](http://deanofstudents.wsu.edu/)  **Local Police** | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Cougar Health Services**](https://cougarhealth.wsu.edu/)  [**Dean of Students**](http://deanofstudents.wsu.edu/)  **Local Police** | | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police**  **Relevant Departmental Contacts** |
| **Workplace Bullying** | | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  [**Graduate School**](http://www.gradschool.wsu.edu/)  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Dean of Students**](http://deanofstudents.wsu.edu/)  **Local Police\*** | | **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Dean of Students**](http://deanofstudents.wsu.edu/)  **Local Police\*** | | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\***  **Relevant Departmental Contacts** |
| **Workplace Violence** | | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  [**Graduate School**](http://www.gradschool.wsu.edu/)  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Dean of Students**](http://deanofstudents.wsu.edu/)  **Local Police\*** | | **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Dean of Students**](http://deanofstudents.wsu.edu/)  **Local Police\*** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\***  **Relevant Departmental Contacts** | |

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|  | **Administrative Professional** | **Civil Service** | **Faculty** | **Temporary/Hourly** | **Graduate Student** | **Undergraduate Student** | **Volunteer/Participant** |
| **Violence in Classrooms and other Educational Environments** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | [**Graduate School**](http://www.gradschool.wsu.edu/)  **Dean or Director**  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Dean of Students**](http://deanofstudents.wsu.edu/)  **Local Police\*** | **[Center for Community Standards](https://communitystandards.wsu.edu/)**  **Dean or Director**  [**Dean of Students**](http://deanofstudents.wsu.edu/)  **Local Police\*** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\***  **Relevant Departmental Contacts** |
| **Violation of Consensual Relationships Policy** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Dean or Director** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Dean or Director** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Dean or Director** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Dean or Director** | [**Graduate School**](http://www.gradschool.wsu.edu/)  **Dean or Director**  [**Dean of Students**](http://deanofstudents.wsu.edu/) | **Dean or Director**  [**Dean of Students**](http://deanofstudents.wsu.edu/) | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Dean or Director** |
| **Abuse, Misuse, or Misappropriation of WSU Resources, Ethics Concerns** | [**University Internal Auditor**](https://internalaudit.wsu.edu/)  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | [**University Internal Auditor**](https://internalaudit.wsu.edu/)  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | [**University Internal Auditor**](https://internalaudit.wsu.edu/)  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | [**University Internal Auditor**](https://internalaudit.wsu.edu/)  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** | [**University Internal Auditor**](https://internalaudit.wsu.edu/)  **Dean or Director**  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  **Local Police\*** | [**University Internal Auditor**](https://internalaudit.wsu.edu/)  **Dean or Director**  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  **Local Police\*** | [**University Internal Auditor**](https://internalaudit.wsu.edu/)  [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** |
| **Allegations of Access or Disability Accommodation Violations** | **Office for Equal Opportunity**  [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | **Office for Equal Opportunity**  [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | **Office for Equal Opportunity**  [**Graduate School**](http://www.gradschool.wsu.edu/)  [**Dean of Students**](http://deanofstudents.wsu.edu/)  [**Access Center**](https://accesscenter.wsu.edu/) | **Office for Equal Opportunity**  [**Dean of Students**](http://deanofstudents.wsu.edu/)  [**Access Center**](https://accesscenter.wsu.edu/) | **[Office for Equal Opportunity](https://oeo.wsu.edu/)**  [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) |
| **Allegations of Use of a Controlled Substance on WSU Property** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police** | [**Graduate School**](http://www.gradschool.wsu.edu/)  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Dean of Students**](http://deanofstudents.wsu.edu/)  [**Cougar Health Services**](https://cougarhealth.wsu.edu/)**\***  **Local Police** | [**Dean of Students**](http://deanofstudents.wsu.edu/)  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Cougar Health Services**](https://cougarhealth.wsu.edu/)**\***  **Local Police** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police\*** |
| **Potential Criminal Conduct Outside of WSU Pullman Campus** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police**  **Relevant Supervisors** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police**  **Relevant Supervisors** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police**  **Relevant Supervisors** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police**  **Relevant Supervisors** | [**Graduate School**](http://www.gradschool.wsu.edu/)  [**Dean of Students**](http://deanofstudents.wsu.edu/)  **[Center for Community Standards](https://communitystandards.wsu.edu/)**  **Local Police** | **[Center for Community Standards](https://communitystandards.wsu.edu/)**  [**Dean of Students**](http://deanofstudents.wsu.edu/)  **Local Police** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  **Local Police**  **Relevant Supervisors** |

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|  | **Administrative Professional** | **Civil Service** | **Faculty** | **Temporary/Hourly** | **Graduate Student** | **Undergraduate Student** | **Volunteer/Participant** |
| **Employee Work-Related Injury or Illness /Workers’ Compensation** | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/)  [**Environmental Health & Safety**](https://ehs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Dean or Director** | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/)  [**Environmental Health & Safety**](https://ehs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Dean or Director** | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/)  [**Environmental Health & Safety**](https://ehs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/) **Dean or Director** | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/)  [**Environmental Health & Safety**](https://ehs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Dean or Director** | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/)  [**Environmental Health & Safety**](https://ehs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Dean or Director** | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/)  [**Environmental Health & Safety**](https://ehs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Dean or Director** | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/)  [**Environmental Health & Safety**](https://ehs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Relevant Departmental Contacts**  **Dean or Director** |
| **Vehicle Accident** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Local Police\***  **Relevant Supervisors**  [**Motor Pool\***](https://facilities.wsu.edu/facilities-services-operations/motor-pool/) | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Local Police\***  **Relevant Supervisors**  [**Motor Pool\***](https://facilities.wsu.edu/facilities-services-operations/motor-pool/) | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Local Police\***  **Relevant Supervisors**  [**Motor Pool\***](https://facilities.wsu.edu/facilities-services-operations/motor-pool/)  [**Office of the Provost**](https://provost.wsu.edu/)**\*** | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Local Police\***  **Relevant Supervisors**  [**Motor Pool\***](https://facilities.wsu.edu/facilities-services-operations/motor-pool/) | [**Human Resource Services - Employment Services**](http://www.hrs.wsu.edu/)  [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Local Police\***  [**Motor Pool\***](https://facilities.wsu.edu/facilities-services-operations/motor-pool/) | [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Local Police\***  [**Motor Pool\***](https://facilities.wsu.edu/facilities-services-operations/motor-pool/) | [**Risk Management Services**](https://riskmanagement.wsu.edu/)  **Local Police\***  [**Motor Pool\***](https://facilities.wsu.edu/facilities-services-operations/motor-pool/)  **Relevant Departmental Contacts** |
| **Death** | [**Human Resource Services**](http://www.hrs.wsu.edu/) | [**Human Resource Services**](http://www.hrs.wsu.edu/) | [**Human Resource Services**](http://www.hrs.wsu.edu/) | [**Human Resource Services**](http://www.hrs.wsu.edu/) | [**Human Resource Services**](http://www.hrs.wsu.edu/)  [**Graduate School**](http://www.gradschool.wsu.edu/)  [**Dean of Students**](http://deanofstudents.wsu.edu/) | [**Dean of Students**](http://deanofstudents.wsu.edu/) | **Human Resource Services** |
| **Reasonable Accommodation due to Medical Condition** | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | [**Access Center**](https://accesscenter.wsu.edu/) | [**Access Center**](https://accesscenter.wsu.edu/) | **Relevant Departmental Contacts** |
| **Leave due to a Medical Condition** | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | [**Human Resource Services - Disability Services**](https://hrs.wsu.edu/employees/disability-services/) | [**Graduate School**](http://www.gradschool.wsu.edu/)  [**Dean of Students**](http://deanofstudents.wsu.edu/)  [**Cougar Health Services**](https://cougarhealth.wsu.edu/)**\*** | [**Dean of Students**](http://deanofstudents.wsu.edu/)  [**Cougar Health Services**](https://cougarhealth.wsu.edu/)**\*** |  |
| **Benefits/Retirement** | [**Human Resource Services - Benefits**](https://hrs.wsu.edu/employees/benefits/) | [**Human Resource Services - Benefits**](https://hrs.wsu.edu/employees/benefits/) | [**Human Resource Services - Benefits**](https://hrs.wsu.edu/employees/benefits/) | [**Human Resource Services - Benefits**](https://hrs.wsu.edu/employees/benefits/) | [**Graduate School**](http://www.gradschool.wsu.edu/)  [**Human Resource Services - Benefits**](https://hrs.wsu.edu/employees/benefits/) | [**Cougar Health Services**](https://cougarhealth.wsu.edu/)**\*** |  |
| **Concern/Issue Not Identified** | **Human Resource Services**  [**Office of the University Ombudsman**](https://ombudsman.wsu.edu/) | **Human Resource Services**  [**Office of the University Ombudsman**](https://ombudsman.wsu.edu/) | **Human Resource Services**  [**Office of the University Ombudsman**](https://ombudsman.wsu.edu/) | **Human Resource Services**  [**Office of the University Ombudsman**](https://ombudsman.wsu.edu/) | **Human Resource Services**  [**Office of the University Ombudsman**](https://ombudsman.wsu.edu/)  [**Dean of Students**](http://deanofstudents.wsu.edu/)  [**Graduate School**](http://www.gradschool.wsu.edu/) | **Human Resource Services**  [**Office of the University Ombudsman**](https://ombudsman.wsu.edu/)  [**Dean of Students**](http://deanofstudents.wsu.edu/) | **Human Resource Services**  [**Office of the University Ombudsman**](https://ombudsman.wsu.edu/) |