

## Quick Reference Guide for Workplace Concerns

The table below is intended to assist with identifying the primary office(s) 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.

	Administrative Professional	Civil Service	Faculty	Temporary/Hourly	Graduate Student	Undergraduate Student	Volunteer/Participant
<b>Discrimination, Discriminatory Harassment and Sexual Harassment</b>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Human Resource Services - Employment Services</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Human Resource Services - Employment Services</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Office of the Provost</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Human Resource Services - Employment Services</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Graduate School</u></a> <a href="#"><u>Center for Community Standards</u></a> <a href="#"><u>Dean of Students</u></a> <a href="#"><u>Cougar Health Services*</u></a> <a href="#"><u>Student Care Network</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Center for Community Standards</u></a> <a href="#"><u>Dean of Students</u></a> <a href="#"><u>Cougar Health Services*</u></a> <a href="#"><u>Student Care Network</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Human Resource Services - Employment Services</u></a> <b>Relevant Departmental Contacts</b>
<b>Sexual Misconduct</b>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Local Police</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Local Police</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Local Police</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Local Police</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Graduate School</u></a> <a href="#"><u>Center for Community Standards</u></a> <a href="#"><u>Cougar Health Services</u></a> <a href="#"><u>Dean of Students</u></a> <a href="#"><u>Local Police</u></a> <a href="#"><u>Student Care Network</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Center for Community Standards</u></a> <a href="#"><u>Cougar Health Services</u></a> <a href="#"><u>Dean of Students</u></a> <a href="#"><u>Local Police</u></a> <a href="#"><u>Student Care Network</u></a>	<a href="#"><u>Compliance and Civil Rights</u></a> <a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Local Police</u></a> <b>Relevant Departmental Contacts</b>
<b>Workplace Bullying</b>	<a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Local Police*</u></a>	<a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Local Police*</u></a>	<a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Local Police*</u></a>	<a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Local Police*</u></a>	<a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Graduate School</u></a> <a href="#"><u>Center for Community Standards</u></a> <a href="#"><u>Dean of Students</u></a> <a href="#"><u>Local Police*</u></a> <a href="#"><u>Student Care Network</u></a>	<a href="#"><u>Center for Community Standards</u></a> <a href="#"><u>Dean of Students</u></a> <a href="#"><u>Local Police*</u></a> <a href="#"><u>Student Care Network</u></a>	<a href="#"><u>Human Resource Services - Employment Services</u></a> <a href="#"><u>Local Police*</u></a> <b>Relevant Departmental Contacts</b>

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	Administrative Professional	Civil Service	Faculty	Temporary/Hourly	Graduate Student	Undergraduate Student	Volunteer/Participant
Workplace Violence	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Graduate School</a> <a href="#">Center for Community Standards</a> <a href="#">Dean of Students</a> <a href="#">Local Police*</a> <a href="#">Student Care Network</a>	<a href="#">Center for Community Standards</a> <a href="#">Dean of Students</a> <a href="#">Local Police*</a> <a href="#">Student Care Network</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a> Relevant Departmental Contacts
Violence in Classrooms and other Educational Environments	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">Graduate School</a> <a href="#">Dean or Director</a> <a href="#">Center for Community Standards</a> <a href="#">Dean of Students</a> <a href="#">Local Police*</a> <a href="#">Student Care Network</a>	<a href="#">Center for Community Standards</a> <a href="#">Dean or Director</a> <a href="#">Dean of Students</a> <a href="#">Local Police*</a> <a href="#">Student Care Network</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a> Relevant Departmental Contacts
Violation of Consensual Relationships Policy	<a href="#">Human Resource Services - Employment Services</a> Dean or Director	<a href="#">Human Resource Services - Employment Services</a> Dean or Director	<a href="#">Human Resource Services - Employment Services</a> Dean or Director	<a href="#">Human Resource Services - Employment Services</a> Dean or Director	<a href="#">Graduate School</a> <a href="#">Dean or Director</a> <a href="#">Dean of Students</a> <a href="#">Student Care Network</a>	<a href="#">Dean or Director</a> <a href="#">Dean of Students</a> <a href="#">Student Care Network</a>	<a href="#">Human Resource Services - Employment Services</a> Dean or Director
Abuse, Misuse, or Misappropriation of WSU Resources, Ethics Concerns	<a href="#">University Internal Auditor</a> <a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">University Internal Auditor</a> <a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">University Internal Auditor</a> <a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">University Internal Auditor</a> <a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>	<a href="#">University Internal Auditor</a> <a href="#">Dean or Director</a> <a href="#">Center for Community Standards</a> <a href="#">Local Police*</a> <a href="#">Student Care Network</a>	<a href="#">University Internal Auditor</a> <a href="#">Dean or Director</a> <a href="#">Center for Community Standards</a> <a href="#">Local Police*</a> <a href="#">Student Care Network</a>	<a href="#">University Internal Auditor</a> <a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>
Allegations of Access or Disability Accommodation Violations	<a href="#">Compliance and Civil Rights</a> <a href="#">Human Resource Services - Disability Services</a>	<a href="#">Compliance and Civil Rights</a> <a href="#">Human Resource Services - Disability Services</a>	<a href="#">Compliance and Civil Rights</a> <a href="#">Human Resource Services - Disability Services</a>	<a href="#">Compliance and Civil Rights</a> <a href="#">Human Resource Services - Disability Services</a>	<a href="#">Compliance and Civil Rights</a> <a href="#">Graduate School</a> <a href="#">Dean of Students</a> <a href="#">AccessCenter</a> <a href="#">Student Care Network</a>	<a href="#">Compliance and Civil Rights</a> <a href="#">Dean of Students</a> <a href="#">AccessCenter</a> <a href="#">Student Care Network</a>	<a href="#">Compliance and Civil Rights</a> <a href="#">Human Resource Services - Disability Services</a>

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Allegations of Use of a Controlled Substance on WSU Property	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police</a>	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police</a>	<a href="#">Graduate School Center for Community Standards</a> Dean of Students <a href="#">Cougar Health Services*</a> <a href="#">Local Police</a> Student Care Network	Dean of Students <a href="#">Center for Community Standards</a> <a href="#">Cougar Health Services*</a> <a href="#">Local Police</a> Student Care Network	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police*</a>
Potential Criminal Conduct Outside of WSU Pullman Campus	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police</a> Relevant Supervisors	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police</a> Relevant Supervisors	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police</a> Relevant Supervisors	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police</a> Relevant Supervisors	<a href="#">Graduate School Dean of Students Center for Community Standards</a> <a href="#">Local Police</a> Student Care Network	<a href="#">Center for Community Standards</a> Dean of Students <a href="#">Local Police</a> Student Care Network	<a href="#">Human Resource Services - Employment Services</a> <a href="#">Local Police</a> Relevant Supervisors
Employee Work-Related Injury or Illness / Workers' Compensation	<a href="#">Human Resource Services - Disability Services</a> <a href="#">Environmental Health &amp; Safety</a> Risk Management Services Dean or Director	<a href="#">Human Resource Services - Disability Services</a> <a href="#">Environmental Health &amp; Safety</a> Risk Management Services Dean or Director	<a href="#">Human Resource Services - Disability Services</a> <a href="#">Environmental Health &amp; Safety</a> Risk Management Services Dean or Director	<a href="#">Human Resource Services - Disability Services</a> <a href="#">Environmental Health &amp; Safety</a> Risk Management Services Dean or Director	<a href="#">Human Resource Services - Disability Services</a> <a href="#">Environmental Health &amp; Safety</a> Risk Management Services Dean or Director	<a href="#">Human Resource Services - Disability Services</a> <a href="#">Environmental Health &amp; Safety</a> Risk Management Services Dean or Director	<a href="#">Human Resource Services - Disability Services</a> <a href="#">Environmental Health &amp; Safety</a> Risk Management Services Relevant Departmental Contacts Dean or Director
Vehicle Accident	<a href="#">Human Resource Services - Employment Services</a> Risk Management Services <a href="#">Local Police*</a> Relevant Supervisors <a href="#">Motor Pool*</a>	<a href="#">Human Resource Services - Employment Services</a> Risk Management Services <a href="#">Local Police*</a> Relevant Supervisors <a href="#">Motor Pool*</a>	<a href="#">Human Resource Services - Employment Services</a> Risk Management Services <a href="#">Local Police*</a> Relevant Supervisors <a href="#">Motor Pool*</a> Office of the Provost*	<a href="#">Human Resource Services - Employment Services</a> Risk Management Services <a href="#">Local Police*</a> Relevant Supervisors <a href="#">Motor Pool*</a>	<a href="#">Human Resource Services - Employment Services</a> Risk Management Services <a href="#">Local Police*</a> <a href="#">Motor Pool*</a>	Risk Management Services <a href="#">Local Police*</a> <a href="#">Motor Pool*</a>	Risk Management Services <a href="#">Local Police*</a> <a href="#">Motor Pool*</a> Relevant Departmental Contacts
Death	<a href="#">Human Resource Services</a>	<a href="#">Human Resource Services</a>	<a href="#">Human Resource Services</a>	<a href="#">Human Resource Services</a>	<a href="#">Human Resource Services</a> <a href="#">Graduate School</a> Dean of Students Student Care Network	Dean of Students Student Care Network	<a href="#">Human Resource Services</a>

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	Administrative Professional	Civil Service	Faculty	Temporary/Hourly	Graduate Student	Undergraduate Student	Volunteer/Participant
Reasonable Accommodation due to Medical Condition	<a href="#">Human Resource Services - Disability Services</a>	<a href="#">Human Resource Services - Disability Services</a>	<a href="#">Human Resource Services - Disability Services</a>	<a href="#">Human Resource Services - Disability Services</a>	<a href="#">Access Center</a> <a href="#">Student Care Network</a>	<a href="#">Access Center</a> <a href="#">Student Care Network</a>	Relevant Departmental Contacts
Leave due to a Medical Condition	<a href="#">Human Resource Services - Disability Services</a>	<a href="#">Human Resource Services - Disability Services</a>	<a href="#">Human Resource Services - Disability Services</a>	<a href="#">Human Resource Services - Disability Services</a>	<a href="#">Graduate School</a> <a href="#">Dean of Students</a> <a href="#">Student Care Network</a> <a href="#">Cougar Health Services*</a>	<a href="#">Dean of Students</a> <a href="#">Student Care Network</a> <a href="#">Cougar Health Services*</a>	
Benefits/Retirement	<a href="#">Human Resource Services - Benefits</a>	<a href="#">Human Resource Services - Benefits</a>	<a href="#">Human Resource Services - Benefits</a>	<a href="#">Human Resource Services - Benefits</a>	<a href="#">Graduate School</a> <a href="#">Human Resource Services - Benefits</a>	<a href="#">Cougar Health Services*</a>	
Concern/Issue Not Identified	<a href="#">Human Resource Services</a> <a href="#">Office of the University</a> <a href="#">Ombudsman</a>	<a href="#">Human Resource Services</a> <a href="#">Office of the University</a> <a href="#">Ombudsman</a>	<a href="#">Human Resource Services</a> <a href="#">Office of the University</a> <a href="#">Ombudsman</a>	<a href="#">Human Resource Services</a> <a href="#">Office of the University</a> <a href="#">Ombudsman</a>	<a href="#">Human Resource Services</a> <a href="#">Office of the University</a> <a href="#">Ombudsman</a> <a href="#">Dean of Students</a> <a href="#">Graduate School</a> <a href="#">Student Care Network</a>	<a href="#">Human Resource Services</a> <a href="#">Office of the University</a> <a href="#">Ombudsman</a> <a href="#">Dean of Students</a> <a href="#">Student Care Network</a>	<a href="#">Human Resource Services</a> <a href="#">Office of the University</a> <a href="#">Ombudsman</a>