

## WSU TREE FRUIT RESEARCH & EXTENSION CENTER, WENATCHEE

### GRADUATE STUDENT HANDBOOK

#### **Welcome to WSU Tree Fruit Research & Extension Center (TFREC), Wenatchee!**

This handbook has been assembled to help you have a successful experience as a student at WSU TFREC. Read this handbook when you begin enrollment, and keep it on file for reference regarding policies and procedures.

Please know that everyone at the Center is willing, to the extent we can, to answer your questions and help you get settled. Our Center is known for its “can-do” attitude, commitment to excellence, conscientious care of assigned resources, and collegiality. We celebrate your arrival and look forward to working with and helping you become an essential and contributing member of our community.

#### **PART I: INTRODUCTION TO WSU AND OUR CENTER**

[Washington State University](#) is a [land-grant university](#) that conducts research and provides world-class education to more than 25,000 students statewide. Founded in Pullman in 1890, WSU’s statewide system includes campuses in Spokane, the Tri-Cities, and Vancouver, extension offices in every county, and distance degree programs accessible around the world. WSU has four strategic goals:

- 1) *Offer the best undergraduate experience in a research university;*
- 2) *Nurture a world-class environment for research, scholarship, graduate education, the arts, and engagement;*
- 3) *Create an environment of trust and respect in all we do; and*
- 4) *Develop a culture of shared commitment to quality in all of our activities*

[CAHNRS](#) - The College of Agricultural, Human, and Natural Resource Sciences (CAHNRS) is one of 11 [colleges](#) within WSU. CAHNRS is an expansive and diverse college that includes 15 academic departments and four research and extension centers distributed across Washington State, of which WSU TFREC is one. Each faculty member at WSU TFREC (<https://tfrec.cahnrs.wsu.edu/people/>) belongs to a department within CAHNRS.

*The CAHNRS mission statement is to provide global leadership in discovering, accessing, and disseminating knowledge that contributes to a safe, abundant food and fiber supply; promote the well-being of individuals, families, and communities; enhance sustainability of agricultural and economic systems; and promote stewardship of natural resources and ecological systems.*

*The WSU TFREC mission statement is: WSU TFREC is a hub for researchers, educators, extension specialists, students and stakeholders focusing on irrigated tree fruit and specialty crop systems to develop and apply new science-based knowledge and*

*products to advance economically, environmentally and socially sustainable agriculture for industries and communities in Washington and the world.*

WSU TFREC was established in 1937 by the state legislature, at the behest of tree fruit growers. A farmhouse was built October of 1937, which was replaced in 1967 with the laboratory facilities used today. The USDA-ARS facility was built in 1977. The research and educational programs of the TFREC have contributed substantially to the growth, stability and present stature of Washington's tree fruit industry.

**Washington State University Extension** engages people, organizations and communities. WSU TFREC hosts many Extension and Outreach educational events for tree fruit producers and professionals as well as for other commodities. As students at the Center you have the unique opportunity to participate directly with the industry. We welcome and encourage your participation. If you are interested in volunteering at or attending an Extension event ask your advisor if it is okay. Extension events are posted on the corkboard near the front desk and sent out to the graduate student list. Tianna DuPont is the Tree Fruit Extension Specialist based at the station (tianna.dupont@wsu.edu ext 211). She welcomes your participation.

WSU TFREC is also referred to as the WSU Wenatchee Tree Fruit Research & Extension Center, or WSU Wenatchee.

1. The **Center mailing address** is: WSU Tree Fruit Research & Extension Center  
1100 North Western Ave.  
Wenatchee, WA 98801
2. The **telephone number** for the main office is: 509-293-8800  
Please note that you will have a phone in your workspace, and you will need to note the extension number for work calls. Dial '7' for an outside line. The center utilizes short-code calls, whereby you dial the 4-digit extension to call other workstations. For example, reception can be reached by dialing '8-8-0-0.' A list of current extension numbers is distributed multiple times per year.
3. The **fax number** for the Center is: 509-662-8714
4. The **web address** for the Center is: <https://tfrec.cahnrs.wsu.edu/>  
Please note that the program you work with has its own web page, and you will need to note that web address.

5. **Hours of operation** are: 8 a.m. to 5 p.m. Monday through Friday. While some staff, faculty and graduate students tend to work beyond these times, most staff and temporary employees adhere to these work hours.
6. Two **farms**—Sunrise Orchard, 150 acres, and Columbia View Orchard, 52 acres—are managed by WSU TFREC. Pesticide application and re-entry information can be found online (<http://tfrec.cahnrs.wsu.edu/admin/pesticide-application-re-entry/>), in the lobby of the Columbia View Orchard offices, or just inside the deer fence at Sunrise.

Both farms are enclosed in electric fencing to deter deer from the orchards. Sunrise Orchard is a manual fence. It is usually open from early morning until approximately 3pm. The lock is somewhat challenging to open, but can be managed. The gate at Columbia View is automatic, so you will just need to pull up to the keypad, type in the code and wait for the gate to open. Ask at the front desk for the keypad and lock codes. Plot maps can be found on the WSU TFREC Administration & Intranet site (<https://tfrec.cahnrs.wsu.edu/admin/orchard-services/>)

Sunrise Orchard  
75 Sunrise Court  
Rock Island, WA 98850  
509-886-9404

Columbia View Orchard  
58 Longview Rd.  
East Wenatchee, WA 98802  
509-884-0161

## PART II: GETTING STARTED

The following is an overview of who you will meet with during your first days at the Center and steps you will need to follow as you begin your work here.

### 1. Meet with your Advisor

- a. Receive a copy of this handbook, which includes information on the Center's history and mission
- b. In addition to your advisor and people in your program, take the initiative to meet the Director, other faculty and students, and technical and support staff
- c. Connect with the Johnson Hall Graduate Center  
(<http://cahnrs.wsu.edu/academics/johnson-hall-graduate-center/>)
- d. Download a copy of your Department handbook: **Pathology** - <http://plantpath.wsu.edu/wp-content/uploads/2012/10/Grad-Student-Handbook-2015.2016.pdf>; **Entomology** - <http://entomology.wsu.edu/wp-content/uploads/2011/05/ENTOMOLOGY-GRADUATE-STUDENT-HANDBOOK-Final-2014.pdf>; **Horticulture** - <http://horticulture.wsu.edu/wp-content/uploads/2012/08/Hort-Grad-Handbook-for-2015-16-FINAL.pdf?9982c6>
- e. Ask questions!

### 2. Meet with Front Office Staff

Complete and submit the following WSU TFREC forms (available in the front office):

- Key Request/Assignment Form (to be submitted to the Office Manager)
- Employee Emergency Contact Information and/or other personnel forms (input into Workday)
- Your photograph will be taken for circulation

Some of the following paperwork may be completed in Pullman by your department. For students who start first at WSU TFREC, this paperwork may be completed here:

- a. Complete Form W-4 (federal withholding elections) in Workday.
- b. Direct Deposit (payment election) information input into Workday.
- c. Complete the online I-9 verification process. Complete section 1 online in Workday then bring in your choice of identification to establish your identity and employment

eligibility, as listed on the [“I-9 Lists of Acceptable Documents”](#) for section 2. **This must be done on or before your first day of employment.**

- d. Provide a copy of your Washington State Pesticide Applicator’s license, and driver’s license and social security card as needed.
- e. Review purchasing procedures, especially use of credit cards/purchase orders (see Part IV of this handbook).
- f. Review information about the [Affordable Care Act](#) and your health insurance/benefit options, if applicable. Information about the Graduate Assistant Health plan can be found here <http://cahnrs.wsu.edu/academics/wp-content/uploads/sites/2/2013/07/Guide-for-using-Grad-Assistant-Health-Plans-2-2016.pdf>  
Note especially the section on the HWS pharmacy and mail order prescriptions.
- g. You must establish a WSU log-on ID (NetID) through activating your Okta account.
- h. Verify/establish e-mail account information.
- i. Receive the Center’s telephone directory and e-mail lists.
- j. Learn about time recording, holiday schedule, travel procedures, and various room reservation forms. <https://tfrec.cahnrs.wsu.edu/admin/>

**4. Meet with the Farm, Maintenance, and Building & Operations Staff (Kelly O’Neil (eff. 8/26/24), Jerry Moreland, Micah Cawdery, Trish Mulvaney, Darla Ewald, Megan Welker and Kevin Rimes)**

- a. Learn about land use, field plot assignments, and requests for use.
- b. Complete Center safety tour and security orientation; become aware of safety and security issues.

**5. Meet with a Safety Committee Member (See the TFREC admin website for the current representative for your program)**

- a. Review Center safety plans on Emergency Response, Accident Prevention, Lab Safety, Hazardous Waste Disposal, and others
- b. Review procedures on pesticide notification, application, and record-keeping
- c. Request pesticide and chemical storage space, if needed
- d. Learn how to organize pesticide, chemical, pesticide application, Experimental Use Permits (EUPs), and MSDS inventories/records, and especially, about bringing all of your program’s chemical records up-to-date each January
- e. Register an emergency phone number to receive alerts

**6. Complete Required Trainings and Licenses**

- a. University safety orientation training
- b. WSU [MyResearch](#), mandatory online training on responsible conduct of research
- c. Pesticide and chemical inventories, and MSDSs (if pesticides/chemicals/hazardous materials have been transferred to the Center)
- d. [Washington State Pesticide Applicator’s License](#)

- e. [WSU Discrimination, Sexual Harassment and Sexual Misconduct Prevention, Mandatory On-line Training](#)

## **7. Find out what's going on**

Connect with the Graduate Student Coordinator (Kate Evans) and the Graduate Student Representatives (?? And ??).

WSU has a number of different listservs. You can join any WSU listserv of your choice, for example WSU-news.

Go to WSU site: <http://lists.wsu.edu/join.php>

## PART III: WHILE A STUDENT

### **WSU/UAW**

The United Automobile, Aerospace, and Agricultural Implement Workers of America, Local 4121 (UAW), have been chosen as union representative by a selection of Academic Student Employees at Washington State University (WSU). WSU and the UAW have ratified a Collective Bargaining Agreement (Contract) that covers the Academic Student Employees within the Bargaining Unit. For more information and a summary of the agreement, go to: <https://hrs.wsu.edu/employees/labor-relations/collective-bargaining/ws-uaw/>

### **Emergencies**

Dial 911 for all medical and fire emergencies. For facility and other emergencies (only), dial 509-670-3557 (Jerry Moreland). Familiarize yourself with the local hospital amenities, e.g. Central Washington Hospital (Confluence Health) Emergency Room, 1201 South Miller St, Wenatchee (509 662 1511).

### **Graduate Student Desk and Office Assignments**

Graduate student office assignments are made by your advisor. Students completing degrees must vacate and clean-up their spaces within five business days of the official WSU final grade submission end date for each semester/session. These dates are published annually by the Registrar's Office.

### **Professional Communications**

Graduate students are required to keep their faculty advisors informed of all professional activities (i.e., invited speaking invitations, grant proposals, volunteering with WSU entities, training sessions, committee memberships, outside research opportunities, scientific exchanges, etc.). The purpose of doing so is to practice effective communication skills in the workplace, help faculty maintain their research program priorities, and foster positive student-mentor relationships. Students are encouraged to contact Tianna DuPont (Extension Regional Specialist, x211) for information regarding up-coming extension opportunities.

### **Poster Printing**

Students frequently have to produce posters for conferences. WSU TFREC has a poster printer in the Overley Lab Building, Small Conference Room. [Schedule the room](#) on the admin site in order to use the printer.

Alternatively, check out the Pullman campus Biomed printing services <http://bcu.vetmed.wsu.edu/> Several local stores in Wenatchee will also print posters.

### **Graduate Student Coordinator**

A WSU TFREC faculty member is formally appointed by the Director and available to help students with various issues that may arise while in graduate school at WSU. The coordinator is updated each semester/session by WSU TFREC faculty on the students/campus locations that each faculty member is advising as well as by the students on their planned group activities. The coordinator is a valuable resource which faculty

and students are encouraged to use.

All faculty members assist the coordinator by (i) meeting and getting to know WSU TFREC graduate students, (ii) attending their seminars, (iii) participating in special student events, and (iv) treating students respectfully and professionally.

All students assist the coordinator by (i) meeting and getting to know WSU TFREC faculty, (ii) attending their seminars, (iii) participating in faculty events, and (iv) treating faculty respectfully and professionally.

### **Graduate Representative to the Faculty**

The graduate students will elect one or two student(s) to serve a year-long term as Graduate Representative to the Faculty. This student will be responsible for working closely with the Graduate Student Coordinator and will attend faculty meetings. This person will organize one meeting per semester to address graduate student needs, be involved in the planning of graduate student special events, and contribute to continued development of the graduate student experience at WSU TFREC.

### **On-site Housing**

On-site housing arrangements are made on a first-come, first-serve basis. There are four house trailers (2-bedrooms) and one 3-bedroom house. Students need to make room reservations in advance, as space is limited. TFREC students that are U.S. citizens are encouraged to find housing at other locations near TFREC, as non-U.S. citizens are unable to obtain leases. In case of competing reservations, priority will be given to TFREC students. Housing requests can be made at:

<https://tfrec.cahnrs.wsu.edu/admin/housing/> Questions can be answered by Jerry Moreland.

### **Student Involvement and Citizenship**

WSU Wenatchee embraces a culture of involvement in scholarship and community engagement. All personnel are expected to be good citizens and contribute to committees, participate in general Center activities, and help organize student-sponsored events. Attendance, participation and punctuality at special seminars, Brown Bag talks, pot luck luncheons, ceremonies, field days and other special events is a further expectation.

### **Scholarships and Fees**

Applications are sought annually for the Mike and Kathy Hambelton Fellowship and Hoyt Fellowship scholarship from students based at the WSU TFREC.

<https://tfrec.cahnrs.wsu.edu/admin/graduate-students/> Information regarding other scholarships is available from the Johnson Hall Graduate Center.

<http://cahnrs.wsu.edu/academics/johnson-hall-graduate-center/scholarships/>

Mandatory fees may be waived for students enrolled but not working/residing in Pullman, and thus not able to take advantage of the services associated with these charges: Student Rec Center, Transit, CUB, and Health and Wellness Center. Contact your Academic Coordinator (Lisa Lujan or Deb Marsh at the Johnson Hall Graduate Center) to request waiver of these fees.

Most students will move onto project appointments for the summer as long as funds are available.

### **Travel**

In order to drive a state vehicle, you must be 18 years of age or older with at least 2 years of driving experience. You are required to have a license valid under Washington State laws and to provide a copy of that license to the Office Assistant.

Overnight or out-of-state travel must be pre-approved. Complete a Travel Authority (TA) Request form with the appropriate budget code (see Office Specialist for additional information) (<https://tfrec.cahnrs.wsu.edu/admin/travel/>)

TA's MUST be approved before travel is booked. Purchasing cards MUST NOT be used to pay for travel.

Following travel (and within 60 days of travel), complete and submit an Expense Report within Workday.

**Suggested Reading**

The National Academy of Sciences, "On Being A Scientist: Responsible Conduct in Research" (<http://www.nap.edu/read/12192/chapter/1>).

## PART IV: OPERATIONS AND PROCEDURES

### 1. Hours of Operation

WSU TFREC's business hours are 8 a.m. to 5 p.m. Monday through Friday. While some staff, faculty and graduate students tend to work beyond these times, most staff and temporary employees adhere to these times.

### 2. Computer Ethics

Computer resources, information technologies, and networks used by everyone at WSU are governed by Washington State's Ethics in Public Service Law (Ethics Law), [RCW 42.52](#) and by any rules adopted by the Executive Ethics Board, [WAC 292-110-010](#). All staff, employees, faculty and graduate students shall use WSU's information technologies and networks for the purpose of conducting WSU business, communicating with members of professional organizations about their area of expertise, or visiting Web pages of such professional organizations. WSU's electronic mail system may be used to send personal messages, provided that such messages are insignificant in cost and resource usage, and provided that all such messages comply with [WAC 292-110-010](#) and [BPPM 20.37](#). Examples of permissible uses of WSU electronic mail include:

- Communication for those who are hearing impaired
- Notices of social/public service, (e.g., blood drive, shared leave request, etc.)
- Notices of gatherings (e.g., lunches, birthdays, receptions)
- Unit-wide notifications that are used for communicating good will among employees (e.g., holiday greetings, congratulatory messages, etc.)
- Communications for purposes related to employee benefits when WSU has determined that such communications will contribute to staff efficiency
- Personal electronic mail messages to friends or family, provided that such messages do not interfere with the performance of job duties; do not result in an additional cost to WSU; are brief in duration and do not disrupt or distract from the conduct of state business due to volume or frequency; and do not compromise the security or integrity of state information or software.
- All official messages need to be sent through WSU e-mail accounts not personal accounts.

### 3. Freedom of Speech, Privacy and Appropriate Computer Usage

WSU respects freedom of speech and does not restrict the contents of electronic mail or web pages beyond restrictions inherent in the law. WSU respects the privacy of users and does not routinely inspect or monitor use of computing and networking resources. However, there are situations which may result in the University accessing electronic mail or files, and WSU can impose sanctions for inappropriate use of University electronic resources.

All faculty, staff and graduate students are responsible for maintaining appropriate access restrictions for their files, as well as protecting their passwords. WSU policy requires resetting passwords every 16 weeks. <https://its.wsu.edu/crimson-service-desk/>

Any WSU affiliate who knowingly allows another person to use his or her username or password may be found responsible for any inappropriate use on the part of that person.

Appropriate uses include: all appropriate uses by students related to completion of WSU class assignments, teaching assignments, research, and scholarly, professional, and administrative endeavors on behalf of WSU.

WSU computer resources, information technologies, and networks shall not be used for:

- Attempting to gain unauthorized access to any portion of the system or using WSU computer resources, information technologies, or networks as a staging area to attempt to gain unauthorized access to any other system or account
- Compromising the privacy of users of the computer resources, information technologies, and networks
- Personal activities unrelated to any WSU or student educational purpose
- Copying of software in violation of license or copying that is not authorized
- Destroying, altering, compromising the integrity or security, or making inaccessible WSU computer resources, information technologies, and networks when such uses are not authorized
- Engaging in political activities that violate state law (state law prohibits the use of state facilities or public resources for the purposes of assisting in an election campaign or for the promotion or opposition to a ballot proposition)
- Intentionally disseminating, accessing, or providing a hyperlink to obscenity, as that term is defined by law, unless such activities are directly related to an employee's legitimate research or scholarship purpose or to a student's completion of an academic requirement
- Sending unsolicited electronic mail (e.g., "spam") in violation of Washington law or in quantities that interfere with WSU's or another's server. Senders who anticipate sending large numbers of unsolicited electronic mail messages at one time are responsible for consulting with the appropriate server administrator prior to determine whether or not the sending of the mail is likely to cause a malfunction in a server
- Supporting, establishing, or conducting any private business operation or commercial activity
- Utilizing WSU resources with the purpose of intentionally interfering with others' use of computing resources, information technologies, or network resources or conduct of WSU business
- Violating WSU's policy of prohibiting discrimination against individuals on the basis of race, sex (including sexual harassment), religion, age, color, creed, national or ethnic origin, physical, mental, or sensory disability, marital status, sexual orientation, and status as a Vietnam-era or disabled Veteran
- Violating copyright law (thus, information technology and network users who do not hold the copyright on a work must have permission to publish information, graphics, cartoons, photographs, music, or other material, or the

publication must be otherwise permitted under copyright law); violating trademark law; violating any federal, state, or local law

#### **4. Computer Web Pages and Other Electronic Publications**

The quality of information published and communicated by WSU plays an important role in maintaining the strong reputation and image of WSU. WSU Web pages and other electronic publications are equivalent to printed publications or official communication. They are official WSU publications. Members of the WSU community create electronic Web pages, publication pages, or other electronic publications that carry out official WSU business in support of WSU's mission. WSU Web graphic identity guidelines are available and all academic and administrative units are required to use them.

#### **5. Cell Phone Use and Etiquette**

All WSU affiliates are expected to practice good cell phone etiquette at all times by: i) taking calls outside of general areas so as not to disturb others; ii) limiting personal calls to private areas primarily during break periods; and iii) turning ringers off during meetings. Please use the “vibrate” setting whenever possible.

#### **6. Telephone Use**

The same standard used for cell phones is applied to telephone use: a WSU affiliate may make very limited personal use of a University-owned telephone without violating state law so long as the usage is *de minimis*, is not for private business enterprise, and is not for lobbying or political purposes. See [BPPM](#) for more information about limited personal use of University resources.

#### **7. WSU TFREC Equipment Facility/Land Use**

WSU Wenatchee has written policies and legal agreements on using state resources, public land and spaces, including the buildings, student housing, greenhouses, and farm lands for cropping and experimental research purposes. See the Director for additional information.

#### **8. WSU TFREC Committees**

Consider ways to contribute to the center by finding out more about committees/initiatives and joining. The following is a list of committees:

**Safety Committee** – The Safety Committee is in charge of pesticide storage, safety materials, and safety bulletin boards. It is comprised of one faculty representative and one representative from each program who are elected annually by vote of the center’s faculty and staff. Safety is taken seriously at WSU TFREC. Extensive safety materials and guidelines are available to all employees at the Environmental Health and Safety ([EHS website](#)) and via the center’s safety bulletin boards, safety cabinets, and safety committee. The Safety Committee is in charge of Pesticide storage, safety materials in conference

room, and the safety bulletin board. Please contact a member of the Safety Committee if you have any questions.

**Graduate Student Committee** – The Graduate Student Committee organizes one meeting per semester to address graduate student needs, be involved in the planning of graduate student special events, and contribute to continued development of the graduate student experience at WSU TFREC. The Graduate Student Committee is currently represented by Orlando Howe and Mario Luppino.

#### **9. WSU TFREC General Use Room/Equipment Guardians**

This section is currently under revision.

**10. Pets** Please do **NOT** bring pets to work. See [WAC 504-36-020](#) .

#### **11. Smoking**

Washington state law ([RCW Chapter 70.160](#)) and [University policy](#) both prohibit smoking in public places and places of employment. "Place of employment" refers to any area under the control of WSU through which employees are required to pass during the course of employment, including, but not limited to entrances and exits to the places of employment, and including a minimum distance of 25 feet from entrances, exits, windows that open, and ventilation intakes that serve an enclosed area where smoking is prohibited; also, work areas, restrooms, conference and classrooms, break rooms and cafeterias, and other common areas (including vehicles). WSU affiliates are responsible for complying with the following University smoking policy. See [BPPM S70.12](#) for further details.

#### **12. Provisions of the Drug/Alcohol-Free Workplace Law**

WSU has developed programs to prevent unlawful possession, use, and/or distribution of illegal drugs and alcohol by students and employees. The University has created education and training programs to aid in establishing a drug-free workplace. Sanctions for illegal use of drugs and/or alcohol in the workplace may include, but are not limited to, recommendations for completion of an appropriate rehabilitation program, written or verbal warning, censure, dismissal, and, in emergency situations, immediate suspension. For hard copies of the Drug/Alcohol-Free Workplace Law, please see Fiscal Technician Cathy McKenzie or contact Human Resource Services, x5-4521, or refer to the [WSU Executive Policy Manual](#).

#### **13. Use of University Property ([BPPM 20.35](#)) and Resources ([BPPM 20.37](#))**

WSU facilities and equipment are for official use only subject to limited exceptions. WSU property includes all supplies, equipment, facilities, and real property. WSU affiliates are obligated to conserve and protect state resources for the benefit of the public interest, rather than their private interests. Responsibility and accountability for the appropriate use of state resources ultimately rests with the individual, or with the person who authorizes such use. **A WSU affiliate may not use state resources under her/his**

**official control, direction, or custody for the private benefit or gain of self or any other person.**

The use of state resources related to the conduct of official business is permitted. The use of state resources for any purpose other than official state duties is governed by the following state laws: [RCW 42.52](#) , Ethics in Public Service; [WAC 292-110-010](#), Use of State Resources. These laws provide for the personal use of state resources under limited circumstances. This policy sets forth the guidelines for permissible, limited, and prohibited uses of state resources regardless of the type of state resource.

[WAC 504-26-213](#) No student may carry, possess, or use any firearm, explosive (including fireworks), dangerous chemical, or any dangerous weapon on university property or in university-approved housing. Airsoft guns and other items that shoot projectiles are not permitted in university-approved housing. Students wishing to maintain a firearm on campus for hunting or sporting activities must contact the Washington State University department of public safety.

#### **14. Complaint Procedure**

If a workplace conflict exists, every effort should be made to remedy the issue with the immediate supervisor or the next-level supervisor not involved in the dispute. If a situation in the workplace exists that is not covered by other University complaint procedures, the employee may address the issue in the following manner:

- Issues not resolved that involve alleged illegal discrimination should be handled by following the prescribed procedure in the WSU Policy and Procedure against [Discrimination and Sexual Harassment Complaint Process](#).
- Other workplace concerns should be handled by following the prescribed procedure in the [Workplace Concern Resolution Process](#).

Links to the process can be found via [Human Resource Services](#) and the [Ombudsman's Office](#).

#### **15. Annual Reviews**

Performance reviews for graduate students are conducted annually within each [graduate program](#). More frequent, informal reviews may also occur. Committee chair and graduate students are encouraged to regularly interact on an ongoing basis regarding expectations and performance, to identify strengths and weaknesses, and to reaffirm or redirect course work, work assignments and activities as needed. [Click here for other personnel review processes](#).

#### **16. Separation**

Procedures to follow upon termination of WSU employee/student status prior to completion of degree can be found in [BPPM 55.49](#).

## PART V: WSU WORKPLACE POLICIES

### 1. Responsibilities / Code of Ethics

Washington State University is an institution of higher education whose employees uphold high standards of ethical behavior. These standards include respecting and defending free inquiry, acknowledging the contributions of others, showing due respect for the governance of the University, following applicable federal and state laws, and protecting institutional integrity by observing published regulations and policies in order to increase the effectiveness of the University. WSU employees, as they undertake personal and private activities in the wider community, should clearly separate these actions from their University employment. Applicable state law includes the Ethics in Public Service Act ([RCW 42.52](#)), which addresses such subjects as use of state resources, political activities, receipt of gifts and honoraria, and outside activities of state employees. For additional information visit the [BPPM](#).

### 2. Commitment to Diversity

WSU endeavors to model, for the state and nation, a community of individuals who seek what is best for each other. The University respects and significantly benefits from diversity such as may be expressed through racial/ethnic, gender, cultural, disability, sexual orientation, and socioeconomic differences among the faculty, staff, and students. The University takes seriously its responsibility to offer educational and professional opportunities equitably to all qualified persons it can accommodate. The University, through its curriculum, programs, and services, provides understanding and supportive interaction among diverse population groups and respects individuals' personal values and ideas. It is incumbent upon each member of the WSU administration, faculty, and staff to make every good faith effort to fulfill this commitment.

### 3. Non-Discrimination Statement

In matters of admission, employment, housing or services, or in the educational programs or activities it operates, WSU does not discriminate or permit discrimination by any member of its community against any individual on the basis of sex (including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity), race, color, national or ethnic origin, physical disability, mental disability, sensory disability, use of a trained service animal, age, religion, creed, genetic information, marital status, protected veteran status, honorably discharged veteran, member of the military, or immigration or citizenship status except as authorized by federal or state law, regulation, or government contract.

WSU policies comply with federal and state civil rights laws and regulations, including, but not limited to: Title IX of the Education Amendments of 1972 (20 USC § 1681), Title IX implementing regulations 34 CFR 106, Title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq) and the Pregnancy Discrimination Act, Title I and II of the Americans with Disabilities Act (ADA) of 1990 as amended, the Rehabilitation Act of 1973 (P.L. 93-11) and 45 CFR Part 84, Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq), Title IV of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq), Chapter 49.60 RCW, and the Gender Equality in Higher Education (Chapter 28B.110 RCW).

Inquiries about the application of these laws and regulations (including inquiries regarding

the application of Title IX and its implementing regulations), as well as reports and complaints of discrimination and harassment, can be made verbally or in writing to WSU's Compliance and Civil Rights, the Department of Education's Office of Civil Rights, or both:

**Compliance and Civil Rights**

Tel: 509-335-8288

Email: [ccr@wsu.edu](mailto:ccr@wsu.edu)

Online: [Online Reporting/Complaint Form](#)

In-person: French Administration Building Room 220

Address: PO Box 641022

Pullman, WA 99164-1022

**Title IX or Deputy Title IX Coordinator:** [TitleIX.Coordinator@wsu.edu](mailto:TitleIX.Coordinator@wsu.edu)

**ADA Coordinator:** [ADA.Coordinator@wsu.edu](mailto:ADA.Coordinator@wsu.edu)

**U.S. Department of Education**

**Office of Civil Rights**

Online: [Online Complaint Form](#)

Lyndon Baines Johnson Department of Education Bldg

400 Maryland Avenue, SW

Washington, DC 20202-1100

Tel: 800-421-3481

FAX: 202-453-6012; TDD: 800-877-8339

Email: [OCR@ed.gov](mailto:OCR@ed.gov)

Local OCR office: <https://ocrcas.ed.gov/contact-ocr>

Reports and complaints about conduct that may constitute discrimination (including sex discrimination under Title IX) can be made verbally or in writing to Compliance and Civil Rights and the university's Title IX Coordinators at the contact information above. WSU's prohibition on and relevant procedural guidelines for discrimination, discriminatory harassment, sex discrimination, and sexual harassment, including sexual assault, dating violence, domestic violence, and stalking, are available here:

- [WSU's Policy Prohibiting Discrimination and Harassment](#)
- [CCR's Procedural Guidelines](#)
- [WSU's Standards of Conduct for Students](#)
- Employee manuals:
  - [Faculty Manual](#)
  - [Administrative Professional Handbook](#)
  - [Civil Service code](#)
  - [Collective Bargaining Agreements](#)

**4. Reasonable Accommodation**

Several statutes provide legal protection for persons with mental or physical disabilities. These include Washington's Law Against Discrimination (WLAD) ([RCW 49.60](#)), the [Federal Rehabilitation Act of 1974](#), and the [Americans with Disabilities Act](#) (ADA). State and federal law require employers to define essential job functions for hiring

purposes and to make “reasonable accommodations” for workers, clients, and customers with disabilities. The Act also includes rules governing accessibility. This body of law, as it may evolve over time, shall be applicable to the University’s compliance in this field.

Address questions about WLAD, ADA and Reasonable Accommodation to the Center for Human Rights or to the Director of Human Resource Services. Whenever reasonable, WSU will accommodate the employee in his or her current position. Other options, however, may include a change in position, paid or unpaid sick leave, long-term disability, or retirement because of health conditions. An accommodation is considered “reasonable” if it does not impose an undue hardship to the institution. Each employee’s circumstances and the reasonableness of any requested or contemplated accommodation will be evaluated on a case-by-case basis. Please contact Human Resource Services for additional information, x5-4521 or refer to the HRS [website](#).

### **5. Equal Employment Opportunity/Affirmative Action Statement**

WSU is an equal opportunity employer committed to providing equal opportunity to applicants and employees without regard to race, creed, color, national or ethnic origin, gender, age, sexual orientation, religion, marital status, physical, sensory or mental disability, or use of a trained guide dog or service animal, or whether a disabled or Vietnam-era veteran. WSU has made, and will continue to make, every effort to eliminate barriers to equal opportunity encountered by these protected group members. Aspirations have been set for affected group members in those job groups or areas where it has been determined that underutilization exists. The University makes good faith efforts to meet these aspirations and reviews progress on an annual basis. For information about WSU’s Affirmative Action Program, contact the Center for Human Rights at 509-335-8288 or refer to the [Center for Human Rights](#) website.

### **6. Provisions of the “Whistleblower” Act**

State employees may report improper governmental actions to the Office of the State Auditor of the State of Washington. To encourage the reporting of improper governmental actions, employees are protected from retaliation by provisions of state law. Employees may not use or attempt to use their official authority or influence to interfere with the right of an individual to disclose information to the State Auditor ([RCW 42.40](#)).

### **7. Nepotism**

Discrimination against an employee because of marital status or because of a relationship with another employee is prohibited. WSU seeks to employ qualified persons in all positions without regard to a person’s relationship with other University employees. However, no employee shall supervise, vote, make recommendations, or in any other way participate in the decision of any matter that may directly affect the appointment, tenure, promotion, salary, or any other status or interest of such employee’s parent, child, spouse, partner, sibling, in-law, or close relative. [A link to the policy](#) can be found in the [BPPM](#).

## **8. Workplace Violence**

The University is committed to maintaining an environment that is free from all acts or threats of violence perpetrated by or against employees, students, or members of the public. Workplace violence is any physical assault, threatening, or intimidating behavior, or verbal abuse occurring in the work setting.

While on University property or while conducting University business at other locations, each employee, student, or individual is prohibited from subjecting any other employee, student, or individual to any violence or threat of violence. Violent action on University property or facilities, or while on University business, will not be tolerated or ignored. Individuals who engage in violent or threatening behavior may be:

- Removed from the premises
- Subject to disciplinary action, up to and including dismissal or expulsion and/or
- Subject to arrest and criminal prosecution.

For more information or assistance, please contact HRS at x5-4521.

## **9. Domestic Violence and the Workplace**

Washington State University is concerned and committed to employees' safety and health including employees who are victims of domestic violence. For employees who are affected by domestic violence, every reasonable effort will be made to provide support and assistance including:

- A confidential mechanism for requesting help for oneself or family members.
- Resource and referral information,
- Work schedule adjustments or leave, as needed, to obtain medical, mental
- health, legal assistance and/or confidential secure shelter,
- Workplace relocation, as feasible,
- Other appropriate assistance on an individual case basis to create a safe and non- threatening situation.

For more information or assistance, contact Human Resource Services at x5-4521 or the Employee Assistance Program at x5-3387.

## **PART VI: DEPARTING**

- 1.** Follow all departmental and university guidelines concerning completion of your degree (see departmental, university, and Graduate School websites).
- 2.** Make sure all lab notebooks, data files, manuscripts, photographs, etc., are neat and in good order and left with your advisor.
- 3.** Clean up all field, greenhouse, laboratory, and office spaces; and remove personal items within five business days of the official WSU final grade submission end date for each semester/session. These dates are published annually by the Registrar's Office.
- 4.** Please make an extra copy of your thesis for the Center.
- 5.** Don't forget to turn-in your keys and prox card, and complete a WSU TFREC Exit Survey (see Darla Ewald). If you are also vacating WSU housing, please follow the checkout procedures outlined on <https://tfrec.cahnrs.wsu.edu/admin/housing/>