

Statement
August 14, 2018

Central Washington University has concluded its investigation of Professor Matt Manweller and has provided written notice of the termination of his faculty employment effective as of today, August 14.

The investigation report, completed by Trish Murphy of Northwest Workplace Law, is a public record subject to disclosure under the Public Records Act. The report will be made available on or about August 27, unless by that date Dr. Manweller obtains a court order prohibiting its release. This is in accordance with the University's practice under the Public Records Act of providing two weeks' notice prior to disclosing records from employee personnel files. Dr. Manweller is of course free at any time to authorize the University's release of the report.

The University regrets that Dr. Manweller has chosen to respond to the investigation report by publicly attacking the objectivity and professional integrity of the investigator. Trish Murphy is a consummate professional who has conducted more than 200 workplace investigations and is widely respected as a seasoned investigator with high standards of objectivity, thoroughness, and fairness. The University stands by Ms. Murphy's comprehensive investigative report and is confident that the report will withstand public scrutiny.

Dr. Manweller has been afforded all of his due process rights under the faculty collective bargaining agreement, including the right to union representation, the right to be informed in detail of the allegations against him before any investigatory interview with him, and the right to a predisciplinary conference providing him an opportunity to respond orally and in writing to the investigative findings. Throughout this internal process Dr. Manweller has been represented by private legal counsel as well as by the faculty union. The faculty contract also affords Dr. Manweller and his union representation the right to challenge the decision under the contract's grievance procedures.

The University recognizes that its inability to comment during the pending investigation has enabled Dr. Manweller to access media outlets for the purpose of shaping his own message. The University deeply regrets that Dr. Manweller has chosen to make public statements minimizing, trivializing, even ridiculing, the female students who have come forward with legitimate concerns. The University trusts that the investigation report—and the University's response—will fully address and validate the concerns of our students, and we thank them for their courage in coming forward.

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