

UW/BIME Resources

Faculty, Staff, Students, Trainees,

If you are facing concerns, questions or challenges within your work environment and/or community, below is a broad list of support resources available to you.

Within BIME, please feel free to reach out to the following individuals who are available for support and guidance:

- BIME supervisor, faculty advisor, RA supervisor or academic advisor
- BIME Administration (Chair, Administrator, Graduate Program Advisor/Director, etc.)

Please note: If you bring up concerns to any of the resources above or below the following non-retaliation policies apply:

- Executive Order No. 31: Non-Discrimination and Non-Retaliation
<https://policy.uw.edu/directory/po/executive-orders/eo-31-nondiscrimination-and-affirmative-action/>
- Student Governance and Policies, Student Policies, Chapter 210: Student Conduct Policy for Discriminatory and Sexual Harassment, Intimate Partner Violence, Sexual Misconduct, Stalking, and Retaliation <https://policy.uw.edu/directory/sgp/sgp-210-student-conduct-policy-for-discriminatory-and-sexual-harassment-intimate-partner-violence-sexual-misconduct-stalking-and-retaliation/>

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Resources and support available to you **outside of BIME** are listed below:

## HEALTH AND WELLNESS

**Teaching @ UW (Teaching Faculty/Students):** A guide for how to facilitate class discussions in the wake of distressing current events. <https://teaching.washington.edu/engaging-students/facilitating-difficult-conversation>

**WA EAP (Faculty/Staff):** The Washington State Employee Assistance Program (WA EAP) supports PEBB-eligible University of Washington employees and their household members to help identify and resolve personal concerns to promote individual and workplace wellbeing. In-the-moment crisis counseling, call 877-313-4455. Website: <https://hr.uw.edu/worklife/employee-assistance-program/about>

**LiveWell Center for Advocacy and Health Promotion (All):** LiveWell uses both the expertise of professional staff and passion of Peer Health Educators to provide evidenced-based health promotion, advocacy education, and prevention services. LiveWell offers Peer Wellness Coaching; confidential advocates to support students affected by sexual assault, relationship violence, stalking, and sexual harassment; suicide prevention, alcohol and drug consultations, health education, financial issues, academic accommodations, or unexpected life emergencies. Links to services are specific to needs, see Website for details: <https://livewell.uw.edu/> . Email [lwadvoc@uw.edu](mailto:lwadvoc@uw.edu) . For confidential advocacy services, see the following webpage: <https://wellbeing.uw.edu/livewell/services/confidential-advocacy/>

**Peer to Peer Program (All):** A conversation with a trained supportive colleague. The peer to peer program is designed to provide a supportive listener after a stressful event or when your job feels overwhelming. Any care team member can access one on one support from a colleague in their field - a trained peer supporter. See website at the following link <https://faculty.uwmedicine.org/p2p/>

**UW Counseling Center (Students):** UW Counseling Center is a mental health resource where currently enrolled students can receive assistance with adjustment issues, depression, anxiety, relationship concerns, and a variety of other challenges. The UW Counseling Center supports students in all aspects of their development, providing personal and career counseling, study skills assistance, and other services to those currently enrolled. The Center is ready to respond to students in crisis situations. Consultations with faculty, staff, and parents who have concerns about a student are also available. Phone: 206-543-1240. Website: <https://wellbeing.uw.edu/unit/counseling-center/>

**Husky Health Center (Students):** Hall Health Mental Health Clinic provides mental health services to students including individual and group therapy; medication evaluation and management; crisis intervention and support, as well as referrals when appropriate to other campus or community resources. Phone: 206-543-5030. Website: <https://wellbeing.uw.edu/topic/medical-get-started/>

**Husky Helpline (Students):** Husky HelpLine is available 24/7 to support you with a Licensed Mental Health Counselor. It is supported through Telus (formally MySSP) to give students access to same-day, confidential mental health and crisis intervention support, and in multiple languages. Phone: 206-616-7777. Website: <https://wellbeing.uw.edu/huskyhelpline/>

**Harborview Abuse & Trauma Center (All):** The Center provides advocacy services for survivors of sexual assault and crime, as well as for people affected by gun violence. <https://depts.washington.edu/uwhatc/>

**King County Sexual Assault Resource Center (All):** 24-Hour Resource Line. Phone: 888.99.VOICE (888.998.6423). <https://www.kcsarc.org/en/get-help-now/>

**RAINN (All):** RAINN (Rape, Abuse & Incest National Network) is the nation's largest anti-sexual violence organization. RAINN created and operates the National Sexual Assault Hotline (800.656.HOPE). Website: <https://www.rainn.org/>

**Spiritual Care (All):** On-site support for Seattle-area UW Medicine team members. There to help patients and staff discover ways to navigate suffering and uncertainty while building on their current strengths and practices. We support patients, families, caregivers and staff. Website at UW Vitals intranet [Spiritual Care and Wellbeing intranet site](#)

**Graduate Medical Education Wellness Resources (Residents and Fellows):** Counselling and psychiatric services for individuals and couples, and referrals for FREE visits with a community psychiatrist and a learning specialist, available through GME for residents and fellows. Please schedule an appointment online using [Schedulicity](#). Website: <https://sites.uw.edu/uwgme/wellness/>

**UWMC CARE4U (ALL):** Services, events, and education organized to provide staff support. CARE4U can work with you to create individual and team support plans and events for your work area. Reach out to schedule a quality improvement or moral distress debrief, join group chats, or find a booster buddy for support. For questions about the CARE4U program, email Marie Cockerham at [marie678@uw.edu](mailto:marie678@uw.edu). Visit the CARE4U UW Medicine webpage for resources, contact information, and programs designed around

support for staff at UW Medical Center Montlake and Northwest at the following link (UW NetID required): <https://one.uwmedicine.org/sites/UWMC/CARE4U>

## COMPLAINTS AND COMPLIANCE

**UW Campus Human Resources (UW Employees):** For complaints concerning the behavior of staff employees at all UW locations, including student employees. Phone: 206-543-2354. Email: [campushr@uw.edu](mailto:campushr@uw.edu). Website: <https://hr.uw.edu/contact-us/>

**UW Office of the Ombud (All):** We serve the entire University of Washington community by providing a collaborative and confidential environment to discuss your situation, consider options, and develop a plan for the future. Main Line: 206-543-6028. Email: [ombuds@uw.edu](mailto:ombuds@uw.edu). Website: <https://www.washington.edu/ombud/>

**UW Safe Campus (All):** Safe Campus is the central reporting office if you are concerned for yourself or a friend. We have trained specialists who will take your call, connect you with resources, and put safety measures in place to reduce the chances of violence occurring. Available 24/7. Phone: 206-685-SAFE (206-685-7233). Email: [safecampus@uw.edu](mailto:safecampus@uw.edu). Website: <https://www.washington.edu/safecampus/>

**UW ADA Grievance and Dispute Resolution (All):** The ADA Coordinator can provide information, assistance, and referrals to individuals who wish to raise a complaint or have concerns related to accessibility and accommodations, or possible discrimination due to a disability. Phone: 206-543-9717. Email: [adaoffice@uw.edu](mailto:adaoffice@uw.edu). Website: <https://www.washington.edu/ada/barriers-grievances/grievance-and-dispute-resolution-resources/>

**UW Workplace Violence (All):** Provides recourse for experiencing violent or threatening behavior at UW, including physical acts, oral or written statements, email messages, telephone calls, gestures and expression. In addition, a full time Victim Advocate is available to support victims, their families, and witnesses through the process of physical, emotional and financial recovery. Phone Victim Advocate: 206-543-9337. Email Victim Advocate: [dolcin@uw.edu](mailto:dolcin@uw.edu). Website: <https://hr.uw.edu/policies/workplace-violence>

**UW Allies (Students):** The UW Allies program serves graduate students and postdoctoral scholars in basic science labs at UW. Allies are faculty volunteers who provide trainees with support during conflict with mentors and lab mates, assistance in navigating institutional barriers to success, and connection with institutional and community services. Allies stand in solidarity with trainees, so they don't have to face challenges alone. <https://sites.uw.edu/uwallies/>

**Civil Rights Compliance Office (CRC) (All):** The Civil Rights Compliance Office investigates complaints made about University employees and students that raise concerns relating to civil rights such as protection from discrimination, harassment, retaliation, and sexual misconduct. The newly (7/2025) structured Civil Rights Compliance Office will provide care and support for individuals involved in both civil rights and Title IX matters, coordinate the University's response to reports and meet evolving federal regulatory requirements. This new office brings together the existing work of the Office of the ADA Coordinator, Civil Rights Investigations Office, Hearings Office, and Title IX compliance, case management and training into a single integrated team. Through the CRC, civil rights case managers are available to assist students, staff and faculty in understanding their options, accessing resources and

navigating University processes.

The best way to reach a case manager is to make a [Civil Rights & Title IX Report](#) on the CRC website. You can also email [civilrights@uw.edu](mailto:civilrights@uw.edu) or call 206-221-7932. Anonymous reporting options are available.

**UAW 4121 (ASEs):** A union of graduate and undergraduate ASEs (Research Assistants, Teaching Assistants, Staff Assistants, Reader, Graders, Tutors), Postdocs, and Research Scientists at the University of Washington. The union advocated for better living conditions, including wages, health care, equity and anti-discrimination, housing, international scholar issues, climate change, childcare and family leave, and much more. <https://www.uaw4121.org/>

**Union Representatives (ASEs, Fellows, Trainee's):**

- Academic Student Employees, NLM Trainees, Postdoctoral Scholars and NLM Postdoctoral Scholar Fellows: Email: [uaw4121@uaw4121.org](mailto:uaw4121@uaw4121.org), 206-633-6080
- Clinical Informatics Fellows: Email: [admin@rfpu.org](mailto:admin@rfpu.org)
- Research Scientist/Engineers: Email: [laborrel@uw.edu](mailto:laborrel@uw.edu) Phone: 206-543-6236

## **DISCRIMINATION, HARASSMENT, RETALIATION, AND SEXUAL MISCONDUCT**

**Within BIME (All):**

- Department Chair: Peter Tarczy-Hornoch, [pth@uw.edu](mailto:pth@uw.edu) 206-685-8093
- Department Administrator: Heather Clausnitzer, [hdclaus@uw.edu](mailto:hdclaus@uw.edu) 206-221-3322
- Your UW employment supervisor, faculty research advisor or academic advisor

**Support for UW scholars experiencing targeted harassment (Students and Trainees):** A webpage sharing resources specifically for aid against a growing trend of scholars and researchers targeted for harassment due to their beliefs or areas of research, or that of their institution.

Webpage: <https://www.washington.edu/safety/support-for-uw-scholars-experiencing-targeted-harassment/>

**Q center (Students):** A professionally supported resource, advocacy, and mentoring center for queer students and concerns at the University of Washington. It provides consulting for various departments on campus with regards to bolstering safety and respect for queer students, and coordinates numerous programs, social organizations, and educational initiatives. <https://sites.uw.edu/qcenter>

**UW Allies (Students):** The UW Allies program serves graduate students and postdoctoral scholars in basic science labs at UW. Allies are faculty volunteers who provide trainees with support during conflict with mentors and lab mates, assistance in navigating institutional barriers to success, and connection with institutional and community services. Allies stand in solidarity with trainees, so they don't have to face challenges alone. <https://sites.uw.edu/uwallies/>

**Graduate Student Equity & Excellence (GSEE) (Students):** GSEE (formerly GO-MP) is committed to enhancing equity and social progression to promote the success of graduate students impacted by racism and its intersections. Website: <https://grad.uw.edu/equity-justice/gsee-graduate-student-equity-excellence>

**UW Bias Incident Advisory Committee & Reporting Tools (All):** Offer support and information regarding available resources; Ensure the report is properly routed for investigation and resolution in accordance with applicable University policy and principles of free expression; Inform and consult with the vice presidents for Student Life and for Minority Affairs and Diversity regarding a possible institutional response; Coordinate support for community healing and educational outreach; Assess avenues for minimizing or eliminating future incidents of bias. Website: <https://www.washington.edu/bias/>

**UW Medicine Bias Reporting Tools for non-emergency incidents (All):** Anonymous online portal for easily submitting information regarding incidents of bias of any form:  
<https://equity.uwmedicine.org/bias-reporting-tool/>

**UW Center for Communication, Difference, and Equity (All):** The CCDE strives to be a space where our community of students, faculty, staff, and alumni gather to promote greater equity. Through research collaborations, networking opportunities, action-oriented classes, mentorship programs, and community events we engage in dialogue to think critically about race and its intersections, to interrupt privilege, and ultimately to change the structures of power around us. <http://ccde.com.washington.edu/>

**UW Medicine Office of Healthcare Equity (Employees):** OHCE is committed to transforming the way care is provided. An important part of their blueprint for achieving this goal includes workforce development within UW Medicine, including graduate students and postdoctoral scholars in the UW School of Medicine. <https://equity.uwmedicine.org/employee-resources/>

**UW Medicine & School of Medicine Bias Reporting (All):** Anonymous online portal for easily submitting information regarding incidents of bias of any form within the SOM:  
<https://equity.uwmedicine.org/bias-reporting-tool/>

**Title VI Coordinator (ALL):** Provides information about the University's compliance with Title VI of the Civil Rights Act of 1964, including making a report of discrimination or harassment based on race, color, or national origin, including shared ancestry. Website: <https://www.washington.edu/titlevi/>

**US Immigration and Customs Enforcement (ICE) Guidance (All):** A 3-page pdf for the UW Medicine community laying out relevant facts and procedures, focusing on what to do in an encounter with an ICE agent. Also includes an FAQ. Link to online version:  
[https://discover.uw.edu/MTMxLUFRy0yMjUAAAGZdxoWdnh45JOC6qdDxUExMJ9KSCogWrrS\\_9wnKUQ9iEIGV3KHplZT4\\_bGZSezYrUK2hjvePY=](https://discover.uw.edu/MTMxLUFRy0yMjUAAAGZdxoWdnh45JOC6qdDxUExMJ9KSCogWrrS_9wnKUQ9iEIGV3KHplZT4_bGZSezYrUK2hjvePY=)

## **2025 FEDERAL POLICY UPDATES**

**Office of the Provost (All):** A comprehensive guide to many areas affected by the uncertainty surrounding recent Executive Orders and other activities pertaining to research funding disruptions, immigration and international student concerns, DEI and Title IX policy changes, policies affecting gender-affirming care, and others.  
Website: <https://www.washington.edu/provost/federal-policy-updates/>

**UW Medicine Federal Policy Updates (All):** A tailored Sharepoint site specific to UW Medicine that provides resources and statements regarding the changes at the recent changes at the federal level regarding funding disruptions, DEI and Title IX policy changes, policies affecting gender-affirming care, and others. Also includes tools and resources for further information, as well as accessing services related to dealing with these topics.

Website: <https://uwnetid.sharepoint.com/sites/FederalPolicyUpdates>

**GME Federal Policy Updates (All):** Contains a lot of the same information and same links as the UW Medicine page above, but has more links tailored to GME-related resources, including several about rotations and travel funding changes. Also included are links to pages about visas, ICE encounters, and Wellness resources, many of which can be found below and elsewhere in this document.

Website: <https://sites.uw.edu/uwgme/gme-federal-policy-changes/>

**Programs and Activities Checklist (All):** A widely circulated University document that details a checklist for assessing how UW's guiding principles and policies regarding diversity, equity, inclusion, and protection from harassment are complying with recent changes to related orders at the federal level. Note, as of 3/20/25, the checklist has been updated to include a 4<sup>th</sup> question, which you can access and download via the following link:

[https://discover.uw.edu/MTMxLUFRy0yMjUAAAGZUwtRKbGfaXDgeY4K\\_N0V9ZxTNHuYnpli4jURy73-HlpwLxjofXTHelRvq4BM-K68va2MLR8=](https://discover.uw.edu/MTMxLUFRy0yMjUAAAGZUwtRKbGfaXDgeY4K_N0V9ZxTNHuYnpli4jURy73-HlpwLxjofXTHelRvq4BM-K68va2MLR8=)

**FAQ for SOM Financial Stability Measures (All):** Online pdfs (sent from GMEPAs as attachments 3/18) laying out questions with answers regarding specific strategies for managing the budget in the climate of 2025 fiscal concerns, speaking to travel, grant management, food and discretionary spending, and related topics, as well as a separate FAQ speaking directly to implications of the hiring freeze.

Online document (log in required): <https://depts.washington.edu/uwsom/administration-and-finance/finance/uwft/announcements-newsletters>

Related FAQ document specifically regarding the hiring freeze:

<https://depts.washington.edu/uwsom/sites/default/files/Human-Resources/docs/SOM%20Temporary%20Hiring%20Freeze%20FAQ.pdf>

**Guidance on New Administration Policy for Federal Research (Faculty and Trainees):** Webpage overviewing the processes of research submission, follow ups, and award expenses and processing, under the fluid and complex conditions stemming from 2025's Executive Orders.

Website: <https://www.washington.edu/research/or/guidance-on-new-admin-policy/>

**Resources for UW's global community (International Students and Scholars):** Updated resources from UW Global Affairs related to visas, travel, legal resources, and other topics relevant to UW's global community. Website: <https://www.washington.edu/globalaffairs/resources-global-community/>

See especially this page related to travel and visa issues if you plan to leave and re-enter the US as a visa-holder or permanent resident: <https://ap.washington.edu/ahr/visas/scholar-resources/>

The university also directs you to an ACLU page for knowing your rights when passing through customs. The link [can be found by clicking here](#).

The UW International Student Services (ISS) is keeping a running blog of events related to visa issues, such as abrupt cancellations, at this link: <https://iss.washington.edu/category/iss-director-update/>

The UW has also made the following statement, [via its News page](#), on 4/8/25 regarding the cancellation of 5 UW students and 4 UW post-docs' visas.

**Undocumented Student Resources (International Students and Scholars):** Webpage with information and UW resources for UW's undocumented student population (including undergraduates; graduate resources are nearer the bottom), e.g. funding pages, allies and student orgs, campus support, etc. Website: <https://www.washington.edu/admissions/undocumented/>

**Know Your Rights flier for Gender-Affirming Care (All):** 2-page document providing information related to gender-affirming care in Washington State. Link is below:  
<https://discover.uw.edu/MTMxLUFRy0yMjUAAAGZUwtRKS1E6Szp0YDVIhfmWVYYhD3yVCThHRt6B4qfGqPnb1DVzMCWeTwenksK0GB5StfU1HQ=>

**Media Inquiries (All):** While you may have strong opinions about the executive orders and have the right to express those opinions as an individual, you should be clear that you are not speaking on behalf of the UW or UW Medicine. The uncertainty and potential anxiety created by the executive orders make it important for the UW and UW Medicine to be clear in communications to both our community and the public. If you receive an inquiry from the media, please direct the requester to [mediarelations@uw.edu](mailto:mediarelations@uw.edu)