

1 **ARTICLE 25**

2 ~~Family Issues GE Position~~ **EQUITY AND INCLUSION GE POSITIONS**

3 **Section 1.** The University agrees to fund each academic year the following 0.49 FTE GE  
4 positions ~~to work on family issues~~. The GTFF and the University will determine the job  
5 description and the duties for these GE positions. ~~To gather information on GTFF needs and~~  
6 ~~available child care subsidies, the person in this position will represent the GTFF on the~~  
7 ~~University's Child Care and Family Support Committee~~. The persons in these positions will  
8 ~~report meet~~ quarterly ~~to~~ with the President of the GTFF or their designee and the Dean of the  
9 Graduate School the employee's supervisor in a joint meeting. The report will be shared with the  
10 Union. All of the positions described in this article are employees of the University.

11 ~~Section 1. The University agrees to fund one 0.49 FTE GE position to work on family issues.~~  
12 ~~The GTFF and the University will determine the job description and the duties for this GE~~  
13 ~~position. To gather information on GTFF needs and available child care subsidies, the person in~~  
14 ~~this position will represent the GTFF on the University's Child Care and Family Support~~  
15 ~~Committee. The person in this position will report quarterly to the President of the GTFF and the~~  
16 ~~Dean of the Graduate School~~

17 **Section 2.**

- 18 a. Family Issues GE. To gather information on ~~GTFF~~-graduate student and employee needs,  
19 available child care subsidies, ~~and~~ other family support services, and in support of  
20 graduate students with families. The person in this position ~~will~~ shall represent the GTFF  
21 on the University's Child Care and Family Support Committee.  
22
- 23 b. Two LGBTQIA+ Support GEs. To gather information on graduate student and employee  
24 needs and available LGBTQIA+ health and support resources, and to assist LGBTQIA+  
25 persons in accessing University and community resources. The persons in these positions  
26 will assist the Office of the Dean of Students on issues related to the University's LGBT  
27 Education and Support Services and the University Health Center's LGBTQIA+  
28 Services. The persons in these positions will represent the GTFF on the University's  
29 Equity, Inclusion, and Diversity Committee.  
30
- 31 c. Mental Health Support GE. To gather information on graduate student needs and  
32 available University and community mental health related services. The person in this  
33 position will research mental health issues specific to graduate students and advocate for  
34 graduate student needs in collaboration with the University Health Center Mental Health  
35 Services.  
36
- 37 d. International Support GE. To gather information on the needs of International graduate  
38 students and employees, and to directly support international graduate student and

39 employees in navigating and accessing University and community resources. The person  
40 in this position shall be employed by the International Student and Scholars Office.

41  
42 e. Survivors Support and Non-Discrimination GE Position. To act as liaison between the  
43 University and the GTFF in order to lessen the potential impacts related to  
44 discrimination, including harassment and sexual harassment. These duties shall include at  
45 minimum the following:

- 46 i. Confidential communication with graduate students for the purposes of  
47 determining appropriate channels and means of assistance
- 48 ii. Upon approval by the affected graduate student, confidential and/or anonymous  
49 communication with Department Heads, advisors, supervisors, legal counsel, and  
50 any other staff or relevant administrators for the purpose of acquiring support
- 51 iii. Assisting graduate students in obtaining and relocating to safe housing
- 52 iv. Facilitating the process of returning the affected GE's work environment to a safe  
53 state
- 54 v. Advocating for the rights of GEs to work in a safe, discrimination- and  
55 harassment-free environment
- 56 vi. Communication on a regular basis with administrative staff from University  
57 programs that address harassment and survivor support, including but not limited  
58 to: Crisis Intervention and Sexual Violence Support Services, Task Force to  
59 Address Sexual Violence and Survivor Support, University Counseling Center,  
60 and Student Survivor Legal Services to ensure that survivors and those subjected  
61 to harassment are properly informed of the services provided by this GE.

62  
63 f. Disability Access Support GE. To gather information on graduate student needs and  
64 available University and community accessibility resources, and to facilitate graduate  
65 students and employees in receiving accessibility accommodations. The person in this  
66 position shall work within the Graduate School. University offices involved in  
67 accessibility accommodations shall assist this GE in the course of fulfilling their duties.