

**APPENDIX D LETTER OF AGREEMENT**

**EXPOSURE TO INAPPROPRIATE BEHAVIOR**

In carrying out the duties and responsibilities of a GE appointment, situations may arise in which a GE feels that they have been exposed to inappropriate behavior or actions on the part of students, staff, faculty advisors/supervisors, or another GE. Such behavior or actions may not fall within the applicable articles of the Collective Bargaining Agreement but requires ~~may need some form of~~ intervention to resolve the conflict. In some cases, especially when a GE experiences discrimination, harassment, or stalking; or disruptive, threatening, or violent actions, or anything that threatens their well-being, special forms of intervention may be required. Suggested forms of interventions include the following:

- a) If the behaviors experienced are discriminatory or harassing, GEs should follow the University's discrimination complaint and response policy: <https://policies.uoregon.edu/vol-5-human-resources/ch-11-human-resources-other/discrimination-complaint-and-response>
- b) When dealing with perceived inappropriate behavior or actions by a faculty advisor/supervisor that do not fall under subsection a, the GE should contact the Survivors Support and Non-Discrimination GE (pursuant to Article 25) or appropriate Department or unit Head to define a suitable course of action. If resolution is not satisfactory as determined by the complainant, requires additional administrative assistance, or upon the request of the complainant, the Assistant Dean of Graduate Student Academic Affairs within the Graduate School can be contacted for additional assistance in working with the Department or Unit involved.
- ~~c) One week prior to the start of classes the GE may submit a petition to the hiring unit stating their reason for requesting a reassignment as described in Article 29. The petition need not include any specific information beyond reference to an Article 8 or Appendix D violation.~~
- ~~d) A paid absence of up to two weeks while the issue is being resolved by the Department or Unit Head. The department will ultimately be responsible for finding a substitute as described in Article 29.~~
- ~~e) An unpaid absence for part of the term, or leave of absence for an entire term, until exposure to inappropriate behavior is eliminated or otherwise resolved, or upon the removal of the perpetrator of inappropriate behavior, or upon satisfactory resolution as determine by the complaintant. If a GE misses or is going to miss more than five days in a term, the GE or their designee must contact the Graduate School as described in Article 29.~~
- f) When unable to resolve concerns about disruptive behaviors by students, the GE should bring such issues forward to Student Judicial Affairs, Unit Head, or the Survivors Support and Non-Discrimination GE as described in Article 25.
- g) When confronted with stalking, threats, or acts of physical violence, the GE should immediately contact the University's Department of Public Safety. The University will follow the procedures described in the University's Campus Violence Prevention policy:

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<https://policies.uoregon.edu/vol-4-finance-administration-infrastructure/ch-5-public-safety-risk-services/campus-violence>

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~~h) [Access to paid sick leave as outlined in Article 29 section 8.](#)~~