

ARTICLE 25

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

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

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

Section 2. The Graduate School will create a website which consolidates information on University resources available to the following graduate student groups and issues: families, LGBTQIA+, international, mental health, survivor support, and accessible education.

Section 23.

- a. Family Issues GE. To gather information on ~~GTFF~~ graduate student and employee needs, available child care subsidies, ~~and~~ other family support services, and in support of graduate students with families. The person in this position ~~will~~ shall represent the GTFF on the University's Child Care and Family Support Committee.
- b. ~~Two~~ LGBTQIA+ Support GE~~s~~. To gather information on graduate student and employee needs and available LGBTQIA+ health and support resources, and to assist LGBTQIA+ persons in accessing University and community resources. The persons in ~~these~~ this positions will assist the Office of the Dean of Students on issues related to the University's LGBT Education and Support Services and the University Health Center's LGBTQIA+ Services. The persons in ~~these~~ this positions will represent the GTFF on the University's Equity, Inclusion, and Diversity Committee.
- c. Mental Health Support GE. To gather information on graduate student needs and available University and community mental health related services. The person in this position will research mental health issues specific to graduate students and advocate for graduate student needs in collaboration with the University Health Center Mental Health Services.
- d. International Support GE. To gather information on the needs of International graduate students and employees, and to directly support international graduate student and

44 employees in navigating and accessing University and community resources. The person
45 in this position shall be employed by the International Student and Scholars Office.
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47 e. Survivors Support and Non-Discrimination GE Position. To act as liaison between the
48 University and the GTFF in order to lessen the potential impacts related to
49 discrimination, including harassment and sexual harassment. These duties shall include at
50 minimum the following:

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

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