

ARTICLE 25

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

**Section 1.** The University agrees to fund 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 quarterly to the President of the GTFF and the Dean of the Graduate School.

~~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.**

- a. Family Issues GE. To gather information on GTFF graduate student and employee needs,  
available child care subsidies, and other family support services. The person in this position will  
shall represent the GTFF on the University's Child Care and Family Support Committee.
- b. Two LGBTQIA+ Support GEs. 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 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 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 employees  
in navigating and accessing University and community resources. The person in this position  
shall be employed by the International Student and Scholars Office.
- e. Survivors Support and Non-Discrimination GE Position. To act as liaison between the University  
and the GTFF in order to lessen the potential impacts related to discrimination, including  
harassment and sexual harassment. These duties shall include at minimum the following:
  - i. Confidential communication with graduate students for the purposes of determining  
appropriate channels and means of assistance

- 40           ii. Upon approval by the affected graduate student, confidential and/or anonymous  
41 communication with Department Heads, advisors, supervisors, legal counsel, and any  
42 other staff or relevant administrators for the purpose of acquiring support  
43           iii. Assisting graduate students in obtaining and relocating to safe housing  
44           iv. Facilitating the process of returning the affected GE's work environment to a safe state  
45           v. Advocating for the rights of GEs to work in a safe, discrimination- and harassment-free  
46 environment  
47           vi. Communication on a regular basis with administrative staff from University programs  
48 that address harassment and survivor support, including but not limited to: Crisis  
49 Intervention and Sexual Violence Support Services, Task Force to Address Sexual  
50 Violence and Survivor Support, University Counseling Center, and Student Survivor Legal  
51 Services to ensure that survivors and those subjected to harassment are properly  
52 informed of the services provided by this GE.  
53  
54           f. Disability Access Support GE. To gather information on graduate student needs and available  
55 University and community accessibility resources, and to facilitate graduate students and  
56 employees in receiving accessibility accommodations. The person in this position shall work  
57 within the Graduate School. University offices involved in accessibility accommodations shall  
58 assist this GE in the course of fulfilling their duties.