

1 **ARTICLE 25**

2 **RESPECTFUL WORKPLACE AND SUPPORT SERVICES EQUITY AND INCLUSION**
3 **GE POSITIONS**

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

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

19 **Section 2.** The Graduate School will create a website which consolidates information on
20 University resources available to the following graduate student groups and issues: families,
21 LGBTQIA+, international, mental health, survivor support, and accessible education. GEs will
22 have the right to provide input to the Graduate School regarding the resources listed on the
23 website prior to the website being finalized.

24 **Section 3.** Both the University and GEs acknowledge their commitment to a respectful
25 workplace. The parties agree to adhere to the annual Respectful Workplace Memorandum jointly
26 issued by Academic Affairs the Office of the Provost and Human Resources. In conjunction with
27 the annual respectful workplace notice, department heads or their designee will discuss
28 respectful workplace expectations at a meeting that includes faculty attendees from across the
29 department. That discussion will cover the respectful workplace memorandum and how it relates
30 to interactions with GEs; the University's policies on romantic relationships, prohibited
31 discrimination and retaliation, and campus violence prevention; power dynamics between faculty
32 members and graduate students; and appropriate professional boundaries.

33 **Section 4.** University policies (for example, those listed in Section 3, including discrimination
34 and retaliation prevention policies) apply to and protect all University employees, include GEs.
35 These policies are located in the University's policy library, <https://policies.uoregon.edu/>.

36 **Section 5.** Graduate students who experience problematic behavior but who want to consult with
37 or receive support services from a resource instead of or before seeking formal intervention have
38 the following options. Some of the resources listed below are not confidential and may have
39 reporting obligations related to prohibited discrimination. GEs should ask about reporting

40 obligations before consulting. The resources listed below are not advocates but can talk to GEs
41 about their options. The below options are available even if the underlying behavior is not a
42 policy violation or a violation of the collective bargaining agreement:

- 43 a. Consult with their supervisor or the department head to discuss the underlying dispute
44 and what informal steps can be taken to address the situation;
- 45 b. Consult with the Graduate School to see if there are options to change, modify or remove
46 duties or change the GE's assignment;
- 47 c. Consult with the Office of the Dean of Students regarding support services that are
48 available to students, like working with crisis advocates to obtain academic and job-
49 related accommodations;
- 50 d. Consult with the ombuds office regarding informal dispute resolution tools and options;
- 51 e. Consult with counselors in the University's Counseling and Testing Center;
- 52 f. Consult with medical professionals at the University's health care center;
- 53 g. Engage the Facilitated Dispute Resolution Process outlined in Appendix X; or
- 54 h. Consult with the University's employee and labor relations team.

55

56 GEs who feel unsafe or who are being threatened should call the police. GEs experiencing
57 discrimination or who need to report an incident of discrimination, should contact the Office for
58 Investigations and Civil Rights Compliance (investigations.uoregon.edu).

59

60 ~~a. Family Issues GE. To gather information on GTFF graduate student and employee needs,~~
61 ~~available child care subsidies, and other family support services, and in support of~~
62 ~~graduate students with families. The person in this position will shall represent the GTFF~~
63 ~~on the University's Child Care and Family Support Committee.~~

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65 ~~b. Two LGBTQIA+ Support GEs. To gather information on graduate student and employee~~
66 ~~needs and available LGBTQIA+ health and support resources, and to assist LGBTQIA+~~
67 ~~persons in accessing University and community resources. The persons in these positions~~
68 ~~will assist the Office of the Dean of Students on issues related to the University's LGBT~~
69 ~~Education and Support Services and the University Health Center's LGBTQIA+~~
70 ~~Services. The persons in these positions will represent the GTFF on the University's~~
71 ~~Equity, Inclusion, and Diversity Committee.~~

72

73 ~~c. Mental Health Support GE. To gather information on graduate student needs and~~
74 ~~available University and community mental health related services. The person in this~~
75 ~~position will research mental health issues specific to graduate students and advocate for~~

76 ~~graduate student needs in collaboration with the University Health Center Mental Health~~
77 ~~Services.~~

78

79 ~~d. International Support GE. To gather information on the needs of International graduate~~
80 ~~students and employees, and to directly support international graduate student and~~
81 ~~employees in navigating and accessing University and community resources. The person~~
82 ~~in this position shall be employed by the International Student and Scholars Office.~~

83

84 ~~e. Survivors Support and Non-Discrimination GE Position. To act as liaison between the~~
85 ~~University and the GTFF in order to lessen the potential impacts related to~~
86 ~~discrimination, including harassment and sexual harassment. These duties shall include at~~
87 ~~minimum the following:~~

88 ~~i. Confidential communication with graduate students for the purposes of~~
89 ~~determining appropriate channels and means of assistance~~

90 ~~ii. Upon approval by the affected graduate student, confidential and/or anonymous~~
91 ~~communication with Department Heads, advisors, supervisors, legal counsel, and~~
92 ~~any other staff or relevant administrators for the purpose of acquiring support~~

93 ~~iii. Assisting graduate students in obtaining and relocating to safe housing~~

94 ~~iv. Facilitating the process of returning the affected GE's work environment to a safe~~
95 ~~state~~

96 ~~v. Advocating for the rights of GEs to work in a safe, discrimination and~~
97 ~~harassment-free environment~~

98 ~~vi. Communication on a regular basis with administrative staff from University~~
99 ~~programs that address harassment and survivor support, including but not limited~~
100 ~~to: Crisis Intervention and Sexual Violence Support Services, Task Force to~~
101 ~~Address Sexual Violence and Survivor Support, University Counseling Center,~~
102 ~~and Student Survivor Legal Services to ensure that survivors and those subjected~~
103 ~~to harassment are properly informed of the services provided by this GE.~~

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