

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 GTFF and
6 the University will determine the job description and the duties for ~~these this~~ GE positions. To
7 gather information on ~~GTFF~~ graduate student needs and available child care subsidies, the
8 person in this position will represent the GTFF on the University's Child Care and Family
9 Support Committee. The person in this position shall meet ~~will report~~ quarterly ~~to~~ with the
10 President of the GTFF 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 2.** The Graduate School will create a website which consolidates information on
14 University resources available to the following graduate student groups and issues: families,
15 LGBTQIA+, international, mental health, survivor support, and accessible education. GEs will
16 have the right to provide input to the Graduate School regarding the resources listed on the
17 website prior to the website being finalized.

18 The University agrees to fund each academic year two 0.49 FTE GEs to provide input, maintain,
19 and disseminate information regarding the resources listed on the website to graduate students. In
20 addition, the GEs in these positions shall coordinate with the Office of the Vice President for
21 Equity and Inclusion Staff, the Center for Multicultural Academic Excellence, and the
22 Multicultural Center to develop resources specifically for underrepresented graduate students,
23 with special attention to students of color, parents, LGBTQIA+ students, students with
24 disabilities, survivors of sexual violence and harassment, and students seeking mental health
25 support.

26 The GEs in these positions shall meet quarterly with the President of the GTFF or their designee
27 and the University's VP for Equity and Inclusion or their designee.

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

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

41 Under Oregon law it is an unlawful practice for an employer to discharge, demote, suspend or in
42 any manner discriminate or retaliate against an employee with regard to promotion,
43 compensation or other terms, conditions or privileges of employment for the reason that the
44 employee has in good faith reported information that the employee believes is evidence of a
45 violation of a state or federal law, rule or regulation.

46 **Section 5.** Graduate students who experience problematic inappropriate behavior but who want
47 to consult with or receive support services from a resource instead of or before seeking formal
48 intervention have the following options. Some of the resources listed below are not confidential
49 and may have reporting obligations related to prohibited discrimination. GEs should ask about
50 reporting obligations before consulting. The resources listed below are not advocates but can talk
51 to GEs about their options. The below options are available even if the underlying behavior is
52 not a policy violation or a violation of the collective bargaining agreement:

- 53 a. Contact the Graduate Teaching Fellows Federation;
- 54 b. Consult with their supervisor or the department head to discuss the underlying dispute
55 and what informal steps can be taken to address the situation;
- 56 c. Consult with the Graduate School to see if there are options to change, modify or remove
57 duties or change the GE's assignment;
- 58 d. Consult with the Office of the Dean of Students regarding support services that are
59 available to students, like working with crisis advocates to obtain academic and job-
60 related accommodations;
- 61 e. Consult with the ombuds office regarding informal dispute resolution tools and options;
- 62 f. Consult with counselors in the University's Counseling and Testing Center;
- 63 g. Consult with medical professionals at the University's health care center;
- 64 h. Engage the Facilitated Dispute Resolution Process outlined in Appendix X; or
- 65 i. Consult with the University's employee and labor relations team.
- 66 j. Consult with the Graduate Employee employed in the Office of the Dean of Students'
67 Sexual Violence Prevention and Education Office

68 ~~GEs who feel unsafe or who are being threatened should call the police.~~ GEs experiencing
69 discrimination or who need to report an incident of discrimination, should contact the Graduate
70 Teaching Fellows Federation and the Office for Investigations and Civil Rights Compliance
71 (investigations.uoregon.edu).

72 Section 6. In carrying out the duties and responsibilities of a GE appointment, situations may
73 arise in which a GE feels that they have been exposed to inappropriate behavior or actions on the

74 part of students, staff, faculty advisors/supervisors, or another GE. In some cases, especially
75 when a GE experiences discrimination, harassment, stalking, or disruptive, threatening, or
76 violent actions, GEs are entitled to request the following interventions:

77 a. One week prior to the start of classes the GE may submit a petition to the hiring unit
78 stating their reason for requesting a reassignment as described in Article 29. The hiring
79 unit may inquire to the reason for the request of reassignment. The hiring unit has the
80 final decision on whether or not the student has presented reasonable grounds for
81 reassignment.

82 b. A paid absence of up to two weeks while the issue is being resolved. The department
83 will ultimately be responsible for finding a substitute as described in Article 29.

84
85 c. Access to paid sick leave as outlined in Article 29 section 8.
86

87 **Section 7. Definition of workplace bullying.**

88 Workplace bullying is defined as any ~~vexatious~~ behavior in the form of repeated and hostile or
89 unwanted conduct, verbal comments, actions or gestures that negatively affect a GE's dignity or
90 psychological or physical integrity and that results in a harmful or unsafe work environment for
91 the GE. It can come from co-workers, supervisors, employers, students, staff, or external sources.

92
93 **Section ~~2-8~~. Examples of workplace bullying and disrespectful workplace**

94 a). Given that cases of workplace bullying tend to be under-reported, examples of workplace
95 bullying should be outlined in order to support and encourage GEs undergoing possible bullying
96 or experiencing a disrespectful workplace. Examples of bullying or personal harassment include
97 but are not limited to:

- 98 • Vandalizing personal belongings;
- 99 • Sabotaging work;
- 100 • Spreading ~~malicious~~ rumors;
- 101 • Humiliating initiation practices/hazing;
- 102 • ~~Unfounded complaints which are made in bad faith, in reprisal, frivolously or~~
- 103 ~~with malicious intent;—~~
- 104 • Interfering with a workplace violence or harassment investigation; intimidating a
- 105 complainant, respondent or witness; or influencing a person to give false or
- 106 misleading information;
- 107 • ~~harassing, offending, socially excluding someone~~
- 108 • ~~undermining behavior towards GEs that cause them to lose belief in themselves or~~
- 109 ~~suffer ill health and mental distress as a result~~
- 110 • ~~abuse of an imbalance of power~~
- 111 • Treating a disability accommodation as a burden on the University;
- 112 • ~~Any discrimination as outlined in Article 8~~
- 113 • ~~Administering discipline and/or reprimands of GEs in front of other GEs, except~~
- 114 ~~in cases where a GE requests a witness, union representative, or other party~~
- 115 ~~permitted by the GE.~~

- 116 • Venting frustrations by acting in a demeaning, threatening, or verbally abusive
- 117 manner;
- 118 • Yelling or cursing at others;
- 119 • Engaging in intimidating behaviors.

120

121 ~~b.—Failure of supervisors, in keeping with their authority, to respond to interpersonal~~

122 ~~misconduct or allegations of discrimination or harassment may be considered as~~

123 ~~condoning such behavior and therefore a violation of this.~~

124

125 Section 9. In addressing workplace bullying or violations of the University’s Respectful

126 Workplace Memorandum, the reporting GE shall not be obligated to attend a meeting with the

127 accused present.

128 ~~It is the obligation of the University to provide a safe work environment as per Article 10. All~~

129 ~~supervisors, departments, or units alerted to cases of workplace bullying are obligated to take~~

130 ~~concrete steps to address the issue within ten (10) days.~~

131 ~~Section 4. Verbal abuse, threats, or harassment by the department or unit and/or the supervisor~~

132 ~~will not be tolerated. In addition to the disciplinary procedure outlined in Article 16, discipline~~

133 ~~and/or reprimands of GEs shall not be administered in front of other GEs except in cases where a~~

134 ~~GE requests a witness, union representative, or other party permitted by the GE.~~

135

136 ~~Family Issues GE. To gather information on GTFF graduate student and employee needs,~~

137 ~~available child care subsidies, and other family support services, and in support of graduate~~

138 ~~students with families. The person in this position will shall represent the GTFF on the~~

139 ~~University’s Child Care and Family Support Committee.~~

140

141 ~~a.—Two LGBTQIA+ Support GEs. To gather information on graduate student and employee~~

142 ~~needs and available LGBTQIA+ health and support resources, and to assist LGBTQIA+~~

143 ~~persons in accessing University and community resources. The persons in these positions~~

144 ~~will assist the Office of the Dean of Students on issues related to the University’s LGBT~~

145 ~~Education and Support Services and the University Health Center’s LGBTQIA+~~

146 ~~Services. The persons in these positions will represent the GTFF on the University’s~~

147 ~~Equity, Inclusion, and Diversity Committee.~~

148

149 ~~b.—Mental Health Support GE. To gather information on graduate student needs and~~

150 ~~available University and community mental health related services. The person in this~~

151 ~~position will research mental health issues specific to graduate students and advocate for~~

152 ~~graduate student needs in collaboration with the University Health Center Mental Health~~

153 ~~Services.~~

154

155 ~~c.—International Support GE. To gather information on the needs of International graduate~~

156 ~~students and employees, and to directly support international graduate student and~~

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

159
160 ~~d. Survivors Support and Non-Discrimination GE Position. To act as liaison between the~~
161 ~~University and the GTFP in order to lessen the potential impacts related to~~
162 ~~discrimination, including harassment and sexual harassment. These duties shall include at~~
163 ~~minimum the following:~~

- 164 ~~i. Confidential communication with graduate students for the purposes of~~
165 ~~determining appropriate channels and means of assistance~~
- 166 ~~ii. Upon approval by the affected graduate student, confidential and/or anonymous~~
167 ~~communication with Department Heads, advisors, supervisors, legal counsel, and~~
168 ~~any other staff or relevant administrators for the purpose of acquiring support~~
- 169 ~~iii. Assisting graduate students in obtaining and relocating to safe housing~~
- 170 ~~iv. Facilitating the process of returning the affected GE's work environment to a safe~~
171 ~~state~~
- 172 ~~v. Advocating for the rights of GEs to work in a safe, discrimination and~~
173 ~~harassment-free environment~~
- 174 ~~vi. Communication on a regular basis with administrative staff from University~~
175 ~~programs that address harassment and survivor support, including but not limited~~
176 ~~to: Crisis Intervention and Sexual Violence Support Services, Task Force to~~
177 ~~Address Sexual Violence and Survivor Support, University Counseling Center,~~
178 ~~and Student Survivor Legal Services to ensure that survivors and those subjected~~
179 ~~to harassment are properly informed of the services provided by this GE.~~

180
181 ~~e. Disability Access Support GE. To gather information on graduate student needs and~~
182 ~~available University and community accessibility resources, and to facilitate graduate~~
183 ~~students and employees in receiving accessibility accommodations. The person in this~~
184 ~~position shall work within the Graduate School. University offices involved in~~
185 ~~accessibility accommodations shall assist this GE in the course of fulfilling their duties.~~
186