

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 one 0.49 FTE GEs to provide support for  
19 one or more of the groups listed above input, maintain, and disseminate information regarding  
20 the resources listed on the website to graduate students. In addition, the GEs in these this  
21 positions shall coordinate with appropriate University units to the Office of the Vice President  
22 for Equity and Inclusion Staff, the Center for Multicultural Academic Excellence, and the  
23 Multicultural Center to develop resources specifically for underrepresented graduate students,  
24 with special attention to students of color, non-traditional students, parents, LGBTQIA+  
25 students, students with disabilities, survivors of sexual violence and harassment, and students  
26 seeking mental health support.

27 At the request of the Union or the Graduate School, the GEs in these this positions shall meet no  
28 more than quarterly with the President of the GTFF or their designee and the Dean of the  
29 Graduate School University's VP for Equity and Inclusion or their designee.

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

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

43 The University follows Oregon law which may be amended during the term of this contract. At  
44 the time of ratification, the law states that ~~Under Oregon law~~ it is an unlawful practice for an  
45 employer to discharge, demote, suspend or in any manner discriminate or retaliate against an  
46 employee with regard to promotion, compensation or other terms, conditions or privileges of  
47 employment for the reason that the employee has in good faith reported information that the  
48 employee believes is evidence of a violation of a state or federal law, rule or regulation.

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

58 **Union:**

59 a. Graduate Employees may consult with the Graduate Teaching Fellows Federation.

60 **University Resources:**

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

75 Informal Intervention:

- 76 k. One week prior to the start of classes the GE may submit a petition to the hiring unit  
77 stating their reason for requesting a reassignment as described in Article 29. The hiring  
78 unit may inquire to the reason for the request of reassignment. The hiring unit has the  
79 final decision on whether or not the student has presented reasonable grounds for  
80 reassignment.
- 81 l. GEs may use sick leave pursuant to Article 29, Section 8(g).

82 GEs who are in immediate danger or feel unsafe should call 911 ~~the police.~~ GEs experiencing  
83 discrimination or who need to report an incident of discrimination, should contact ~~the Graduate~~  
84 Teaching Fellows Federation and the Office for Investigations and Civil Rights Compliance  
85 ([investigations.uoregon.edu](http://investigations.uoregon.edu)). Additionally, GEs may also report incidents to the Graduate  
86 Teaching Fellows Federation.

87 *(Note: substantial portions of this section moved to Section 5, lines 75-81, above) Section 6. In*  
88 carrying out the duties and responsibilities of a GE appointment, situations may arise in which a  
89 GE feels that they have been exposed to inappropriate behavior or actions on the part of students,  
90 staff, faculty advisors/supervisors, or another GE. In some cases, especially when a GE  
91 experiences discrimination, harassment, stalking, or disruptive, threatening, or violent actions,  
92 GEs are entitled to request the following interventions:

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

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

100 c. Access to paid sick leave as outlined in Article 29 section 8.

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

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

107 Bullying is defined as written, electronic or verbal communications, behaviors or conduct, or any  
108 physical act that (1) places the student or employee in actual and reasonable fear of harm to the  
109 person or damage to their property or (2) is sufficiently severe, or pervasive that it interferes with  
110 the student or employee's work or participation in university programs or activities, including  
111 academic activities, and the conduct would have such an effect on a reasonable person who is  
112 similarly situated.  
113 similarly situated.  
114 similarly situated.

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116 This section is not intended to and will not be applied in a way that would violate rights to  
117 academic freedom and freedom of expression, nor will it be interpreted in a way that undermines  
118 a supervisor's authority to appropriately manage their work unit. This definition reserves to the  
119 University, in furtherance of its educational mission, the right to address conduct that would not  
120 necessarily be unlawful.

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122 Section 2-8. Examples of workplace bullying and disrespectful workplace

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  - Verbal or psychological abuse;
  - Behavior intended to undermine, patronize, humiliate, intimidate or demean; and
  - Acts that are motivated or could reasonably be perceived as motivated by actual  
126 or perceived differentiating characteristics

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128 ~~a). Given that cases of workplace bullying tend to be under-reported, examples of workplace~~  
129 ~~bullying should be outlined in order to support and encourage GEs undergoing possible bullying~~  
130 ~~or experiencing a disrespectful workplace. Examples of bullying or personal harassment may~~  
131 ~~include but are not limited to:~~

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  - ~~• Vandalizing personal belongings or equipment/resources necessary to perform~~  
133 ~~job;~~
  - ~~• Sabotaging work;~~
  - ~~• Spreading malicious rumors;~~
  - ~~• Humiliating initiation practices/hazing;—~~
  - ~~• Unfounded complaints which are made in bad faith, in reprisal, frivolously or~~  
137 ~~with malicious intent;—~~
  - ~~• Interfering with a workplace violence or harassment investigation; intimidating a~~  
140 ~~complainant, respondent or witness; or influencing a person to give false or~~  
141 ~~misleading information;—~~
  - ~~• harassing, offending, socially excluding someone~~
  - ~~• undermining behavior towards GEs that cause them to lose belief in themselves or~~  
144 ~~suffer ill health and mental distress as a result~~
  - ~~• abuse of an imbalance of power~~
  - ~~• Treating a disability accommodation as a burden on the University;~~
  - ~~• Any discrimination as outlined in Article 8~~
  - ~~• Administering discipline and/or reprimands of GEs in front of other GEs, except~~  
149 ~~in cases where a GE requests a witness, union representative, or other party~~  
150 ~~permitted by the GE.~~
  - ~~• Venting frustrations by acting in a demeaning, threatening, or verbally abusive~~  
152 ~~manner;~~
  - ~~• Yelling or cursing at others;~~
  - ~~• Engaging in intimidating behaviors.~~

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156 ~~b.—Failure of supervisors, in keeping with their authority, to respond to interpersonal~~  
157 ~~misconduct or allegations of discrimination or harassment may be considered as~~  
158 ~~condoning such behavior and therefore a violation of this.~~

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Section 9. In addressing workplace bullying or violations of the University’s Respectful Workplace Memorandum, the reporting GE shall not be obligated to attend a meeting with the accused present.

~~It is the obligation of the University to provide a safe work environment as per Article 10. All supervisors, departments, or units alerted to cases of workplace bullying are obligated to take concrete steps to address the issue within ten (10) days.~~

~~Section 4. Verbal abuse, threats, or harassment by the department or unit and/or the supervisor will not be tolerated. In addition to the disciplinary procedure outlined in Article 16, discipline and/or reprimands of GEs shall not be administered in front of other GEs except in cases where a GE requests a witness, union representative, or other party permitted by the GE.~~

~~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.~~

~~a. 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.~~

~~b. 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.~~

~~c. 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.~~

~~d. 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:~~

- 199            ~~i. Confidential communication with graduate students for the purposes of~~  
200            ~~determining appropriate channels and means of assistance~~
- 201            ~~ii. Upon approval by the affected graduate student, confidential and/or anonymous~~  
202            ~~communication with Department Heads, advisors, supervisors, legal counsel, and~~  
203            ~~any other staff or relevant administrators for the purpose of acquiring support~~
- 204            ~~iii. Assisting graduate students in obtaining and relocating to safe housing~~
- 205            ~~iv. Facilitating the process of returning the affected GE's work environment to a safe~~  
206            ~~state~~
- 207            ~~v. Advocating for the rights of GEs to work in a safe, discrimination and~~  
208            ~~harassment free environment~~
- 209            ~~vi. Communication on a regular basis with administrative staff from University~~  
210            ~~programs that address harassment and survivor support, including but not limited~~  
211            ~~to: Crisis Intervention and Sexual Violence Support Services, Task Force to~~  
212            ~~Address Sexual Violence and Survivor Support, University Counseling Center,~~  
213            ~~and Student Survivor Legal Services to ensure that survivors and those subjected~~  
214            ~~to harassment are properly informed of the services provided by this GE.~~
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- 216            ~~e. Disability Access Support GE. To gather information on graduate student needs and~~  
217            ~~available University and community accessibility resources, and to facilitate graduate~~  
218            ~~students and employees in receiving accessibility accommodations. The person in this~~  
219            ~~position shall work within the Graduate School. University offices involved in~~  
220            ~~accessibility accommodations shall assist this GE in the course of fulfilling their duties.~~  
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