

NON-DISCRIMINATION AND ANTI-HARASSMENT

Section 1. The University affirms its dedication to the principles of equal opportunity and freedom from discrimination; the University will not discriminate nor tolerate discrimination or harassment as defined by University policy, and federal and state laws. As such, the University will not discriminate nor tolerate discrimination against student workers because of their real or perceived "protected characteristic" on the basis of race, color, ancestry, religion, gender identity, gender expression, sex, age, national origin, citizenship, family or marital status, sexual orientation, physical or mental disability, genetic information (including family medical history), pregnancy, veteran status, services in the uniformed services (as defined in federal and state law), expunged juvenile record, and/or the use of leave protected by state or federal law. Impermissible discrimination under this Article includes sexual harassment.

Section 2. The University shall take appropriate steps in response to any of the forms of discrimination proscribed by this Article in accordance with federal and state law, University policy, and other provisions of this Collective Bargaining Agreement.

Section 3. The University shall respect a student worker's decision to choose to discuss their own sexual orientation, gender identity, or gender expression openly, or to keep that information private. Upon request from the student worker, the University will work to update aspects of a student's current employment to reflect a change in name or gender in University information systems (university email, Canvas, DuckWeb,) and any name tags that are required. The University will maintain a website with a description of the administrative processes and options for name changes. No student worker will be required to wear a name tag that has their last name on it.

Section 4. Direct supervisors of student workers shall make reasonable efforts to respect student worker-reported information related to name change, gender identity, pronouns, and honorifics. Persistent, ongoing refusal or failure by supervising university employees to respect a student worker's reported gendered language is prohibited under Section 1 of this Article.

Section 5. Standard personnel documents and forms related to student workers will use gender inclusive language. This provision will not apply where mandatory State or Federal forms are not available with gender-inclusive terminology.

Section 6. Grievances. Grievances concerning only the prohibited discrimination and harassment in Section 1 above may be grieved and will follow the prescribed process identified in the Grievance and Arbitration Process article. When a grievance alleging violation of this Article or a complaint alleging violation of the University's Prohibited Discrimination and Retaliation policy is filed, the University will implement supportive measures when appropriate, as determined by the University. The University shall implement appropriate remedies, as determined by the University, if a complaint and/or grievance is sustained. Such remedies and interim measures shall attempt to allow the student worker to continue working in an environment free from discrimination.

Section 7. Upon a student worker's request, a supervisor should identify a safety plan for student workers who have forward-facing positions that interact with the public. The safety plan should include

University of Oregon Management Mediation Package Proposal #5
March 12, 2025

identifying how the student worker can get immediate support to help with customers exhibiting inappropriate behavior.

Section 8. No student worker shall experience retaliation for claims or grievances under this Agreement, including, but not limited to, being given less favorable hours or terms and conditions of work.



Victoria Piñeiro

Victoria Piñeiro (Mar 12, 2025 14:52 PDT)