

1 **ARTICLE 25. RESPECTFUL WORKPLACE AND SUPPORT SERVICES**

2 GTFF Proposed Language | ~~GTFF deletion~~ | UO Proposed Language | ~~UO deletion~~ |
3 Agreed Upon Language | Status Quo
4

5 **Section 1.** The University agrees to fund each academic year a minimum of ~~five~~ six 0.49 FTE
6 GEs to support graduate students with their specific challenges and needs. At least ~~four~~ five
7 support GE positions shall be within the Division of Graduate Studies and at least one GE shall
8 be within LERC. The GTFF and the University will determine the job descriptions and the duties
9 for these GE positions. These positions succeed and replace those previously agreed to
10 between the parties (~~Communications GE, Multiculturalism Service GE, Diversity &~~
11 ~~Retention GE, and Graduate Families GE~~Graduate Funding Support Specialist, Graduate
12 Onboarding Support Specialist, Graduate Outreach Support Specialist, Graduate
13 Programming Support Specialist) and represent the full commitment of the University for
14 support GE positions under the Agreement.
15

16 At least one of the GEs employed in one of these positions will represent the GTFF on
17 University committees that support childcare and families. The people in these positions shall
18 meet quarterly with the President of the GTFF or their designee and the Vice Provost for
19 Graduate Studies or their designee.
20

21 **Section 2.** The Division of Graduate Studies will maintain a website which consolidates
22 information on University resources related to GE employment and the needs of various
23 graduate student populations. Graduate students will have the right to provide written input to
24 the Division of Graduate Studies regarding the resources listed on the website at least once per
25 year at the beginning of the academic year via a means designated by the Division of Graduate
26 Studies.
27

28 **Section 3.** Both the University and the Union acknowledge their commitment to a respectful
29 workplace. The parties agree to adhere to the annual Respectful Workplace Memorandum
30 jointly issued by the Office of the Provost and Human Resources. In conjunction with the annual
31 respectful workplace notice, department heads or their designee shall discuss respectful
32 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 they relate to interactions with GEs; the
35 University’s policies on romantic relationships, prohibited discrimination and retaliation, and
36 campus violence prevention; power dynamics between faculty members and graduate students;
37 appropriate professional boundaries; and employment disability accommodations.
38

39 **Section 4.** University policies (for example, those listed in Section 3, including discrimination
40 and retaliation prevention policies) apply to and protect all University employees, including GEs.
41 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 it is an unlawful practice for an employer to discharge,
45 demote, suspend or in any manner discriminate or retaliate against an employee with regard to
46 promotion, compensation or other terms, conditions or privileges of employment for the reason
47 that the employee has in good faith reported information that the employee believes is evidence
48 of a violation of a state or federal law, rule or regulation.

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

59 Union:

- 61 a. Graduate Employees may consult with the Graduate Teaching Fellows Federation.

63 University Resources:

- 65 b. Consult with their supervisor or the department head to discuss the underlying dispute
66 and what informal steps can be taken to address the situation;
- 67 c. Consult with the Division of Graduate Studies to see if there are options to change,
68 modify or remove duties or change the GE's assignment;
- 69 d. Consult with the Office of the Dean of Students regarding support services that are
70 available to students, like working with crisis advocates to obtain academic and
71 jobrelated accommodations;
- 72 e. Consult with the Ombuds office regarding informal dispute resolution tools and options;
- 73 f. Consult with counselors in the University's Counseling and Testing Center;
- 74 g. Consult with medical professionals at the University's health care center;
- 75 h. Consult with the University's employee and labor relations team.

76 i. Consult with the Graduate Employee employed in the Office of the Dean of Students'
77 Sexual Violence Prevention and Education Office.

78

79 Informal Intervention:
80

81 j. One week prior to the start of classes the GE may submit a petition to the hiring unit
82 stating their reason for requesting a reassignment. The hiring unit may inquire to the
83 reason for the request of reassignment. The hiring unit has the final decision on
84 reassignment.

85 k. GEs may use sick leave pursuant to ARTICLE 29, Section 8(g).

86

87 GEs who are in immediate danger or feel unsafe should call 911. GEs experiencing
88 discrimination or who need to report an incident of discrimination, are encouraged to contact the
89 **Office of Equal Opportunity and Access (OEOA) Office of Investigations and Civil Rights**
90 **Compliance (OICRC)** (investigations.uoregon.edu). Additionally, GEs may also report
91 incidents to the Graduate Teaching Fellows Federation.
92

93 **Section 6.** Definition of workplace bullying.
94

95 Bullying is defined as written, electronic or verbal communications, behaviors or conduct, or any
96 physical act that:

- 97 1. places the student or employee in actual and reasonable fear of harm to the person or
98 damage to their property, or
- 99 2. is sufficiently severe, or pervasive that it diminishes the student or employee's sense of
100 safety, inclusion, and respect in the workplace, that it interferes with the student or
101 employee's work or participation in university programs or activities, including academic
102 activities, and the conduct would have such an effect on a reasonable person who is
103 similarly situated.

104

105 This section is not intended to and will not be applied in a way that would violate rights to
106 academic freedom and freedom of expression, nor will it be interpreted in a way that
107 undermines a supervisor's authority to appropriately manage their work unit. This definition
108 reserves to the University, in furtherance of its educational mission, the right to address conduct
109 that would not necessarily be unlawful.
110

111 **Section 7.** Examples of workplace bullying and disrespectful workplace

- 112 • Verbal or psychological abuse;
- 113 • Behavior **intended to that** underminess, patronizes, humiliates, intimidates or demeans;
- 114 and
- 115 • Acts that are motivated or could reasonably be perceived as motivated by actual or
- 116 perceived differentiating characteristics

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118 **Section 8.** In addressing workplace bullying or violations of the University's Respectful
119 Workplace Memorandum, the reporting GE shall not be obligated to attend a meeting with the
120 accused present.