

## ARTICLE 25. RESPECTFUL WORKPLACE AND SUPPORT SERVICES

~~Section 1. The University agrees to fund each academic year a minimum of five 0.49 FTE GEs to support graduate students with their specific challenges and needs. At least four support GE positions shall be within the Division of Graduate Studies and at least one GE shall be within LERC. The GTFF and the University will determine the job descriptions and the duties for these GE positions. These positions succeed and replace those previously agreed to between the parties (Communications GE, Multiculturalism Service GE, Diversity & Retention GE, and Graduate Families GE) and represent the full commitment of the University for support GE positions under the Agreement.~~

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

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

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

**Section 43.** University policies (for example, those listed in Section 3, including discrimination and retaliation prevention policies) apply to and protect all University employees, including GEs. These policies are located in the University's policy library, [HTTPS://POLICIES.UOREGON.EDU/](https://policies.uoregon.edu/).

The University follows Oregon law which may be amended during the term of this contract. At the time of ratification, the law states that it is an unlawful practice for an employer to discharge, demote, suspend or in any manner discriminate or retaliate against an employee with regard to

promotion, compensation or other terms, conditions or privileges of employment for the reason that the employee has in good faith reported information that the employee believes is evidence of a violation of a state or federal law, rule or regulation.

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

Union:

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

University Resources:

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

Informal Intervention:

- j. One week prior to the start of classes the GE may submit a petition to the hiring unit stating their reason for requesting a reassignment. The hiring unit may inquire to the reason for the request of reassignment. The hiring unit has the final decision on reassignment.
- k. GEs may use sick leave pursuant to [ARTICLE 29](#), Section 8(g).

GEs who are in immediate danger or feel unsafe should call 911. GEs experiencing discrimination or who need to report an incident of discrimination, are encouraged to contact the Office for Investigations and Civil Rights Compliance ([INVESTIGATIONS.UOREGON.EDU](https://investigations.uoregon.edu)). Additionally, GEs may also report incidents to the Graduate Teaching Fellows Federation.

**Section 65.** Definition of workplace bullying.

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

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

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

**Section 76.** Examples of workplace bullying and disrespectful workplace

- 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 or perceived differentiating characteristics

**Section 87.** 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.