

## Letter of Agreement – Committee on Respectful Workplace

### Version #1 –

For the term of this Agreement (dates of contract), the Employer is committed to establishing a ~~Labor Management Committee (LMCRW)~~ on a Respectful Workplaces, consisting of three representatives from United Academics and three representatives ~~from the Employer.~~ ~~identified by the Office of Institutional Diversity.~~ ~~The Assistant Provost of Academic Employee and Labor Relations shall be constituted~~ ~~the Committee~~ within six months of the ratification of this Agreement. ~~and maintained through its term. Representatives from Associated Students of Oregon State University, Coalition of Graduate Employees, and Service Employees International Union shall be invited to participate.~~

The ~~LMCRW~~ Committee ~~in consultation with,~~ ~~with broad consultation from~~ the Office of Faculty Affairs, United Academics, the Office of Equal Opportunity and Access, the Office of Institutional Diversity, and the Ombuds Office, faculty members with an interest in offering input, and outside experts shall be charged with providing input ~~and recommendations~~ with respect to university non-discrimination policies and procedures, ~~including developing governing:~~

- ~~a. Informal processes, including Restorative Justice processes and mediation services, that shall be made available to complainants who choose to have their complaints addressed informally through the Office of Equal Opportunity and Access;~~
- ~~b. Support that will be offered to those who wish to engage in an effort to explore possibilities for remediation that go beyond punishment and focus on healing and learning from the experiences at issue; and~~
- ~~c. Measures that should be made available to assist those who have undergone traumatic experiences and require professional assistance to aid their recovery;~~

Recommendations from the ~~LMCRW~~ ~~Committee~~ shall be presented to the Employer and the United Academics no later than October 1, 2021. ~~The Parties agree to negotiate over the incorporation of these recommendations into the Agreement.~~ ~~Any recommendations or guidelines proposed by the Committee will be considered by, but will not be binding upon, the University and will not alter any of the terms of the parties' bargaining agreement in the absence of a written modification to the Agreement that is signed by authorized representatives of both parties.~~

Version #2 –

During the term of this Agreement (dates of contract) and within six months of full execution of this Agreement, the Employer is committed to establishing a committee to provide input and recommendations with respect to university non-discrimination policies and procedures. The Parties shall each designate up to three (3) members to meet with University officials from Faculty Affairs, the Office of Equal Opportunity and Access, and the Office of Institutional Diversity. Recommendations from the committee shall be presented to the Employer and the United Academics no later than October 1, 2021. Any recommendations or guidelines proposed by the committee will be considered by, but will not be binding upon, the University and will not alter any of the terms of the parties' bargaining agreement in the absence of a written modification to the Agreement that is signed by authorized representatives of both parties.