

UNIVERSITY OF PITTSBURGH PROPOSAL TO USW

May 16, 2023

Non-Discrimination, Anti-Harassment and Anti-Bullying

- A. The Employer, the Union and bargaining unit faculty members affirm their dedication to the principles of equal opportunity and freedom from unlawful discrimination; as such, the Employer, the Union and bargaining unit faculty members will not discriminate on account of any protected categories under current federal, state, or local law or Employer Policy, including the following: race, creed, color, sex, religion, national origin, ancestry, marital status, domestic partnership, familial status, age, disability, genetic information, veteran status, sexual orientation, gender identity or expression, or membership or non-membership in, or activity on behalf of or in opposition to, the Union. Unlawful discrimination includes unlawful sexual harassment.
- B. Violations of Paragraph A shall be reported through the University's designated process for reporting discrimination, harassment or retaliation. The Grievance and Arbitration process set forth in Article ____ is the exclusive procedure for challenging any discipline of a bargaining unit faculty member resulting from the University's investigation of any such report, and such grievance shall be filed at Step Three. Nothing herein is intended to prevent a bargaining unit faculty member from filing a claim of unlawful discrimination, harassment or retaliation with any administrative agency or court of competent jurisdiction.
- C. The Employer affirms and the Union acknowledges the University's obligations as a federal contractor with regard to affirmative action.
- D. The Employer will offer training to all bargaining unit faculty members regarding unlawful discrimination. Bargaining unit faculty members shall complete any required training regarding unlawful discrimination and equity, diversity and inclusion. Bargaining unit faculty members will ordinarily be required to complete training regarding unlawful discrimination no more frequently than every two (2) years.
- E. Bullying by the Employer, the Union, or any bargaining unit faculty member is prohibited. Bullying is defined as conduct that would be considered harassment under law or Employer policy but does not require discriminatory intent based on one of the legally protected characteristics listed in Section A.
- F. To acknowledge the importance of promoting equity, diversity and inclusion and promptly resolving issues relating to those principles, the Labor-Management Committee shall hold at least three dedicated Equity, Diversity and Inclusion (EDI) meetings in an academic year for the

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express purpose of addressing such issues and furthering related goals and initiatives. These meetings shall be in addition to the regularly scheduled Labor-Management Committee meetings for each term (see Article ____). In addition to the regular Labor-Management Committee members, participants in the EDI meetings may include bargaining unit faculty members on the relevant internal Union committees and additional Employer representatives. The number of additional participants in the EDI meetings shall be mutually agreed upon by the parties. The Labor-Management Committee may discuss recommendations related to protected classes for consideration by the University related to the University's policy on Nondiscrimination, Equal Opportunity, and Affirmative Action.

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