

## UNIVERSITY COUNTER PROPOSAL

~~July 15~~ February 6, 2025

### Non-Discrimination, Anti-Harassment, and Anti-Bullying

1. The Employer and the Union affirm their dedication to the principles of equal opportunity and freedom from unlawful discrimination; as such, the Employer and the Union, and bargaining unit staff employees 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, caste, height, weight, hairstyle, physical appearance, socioeconomic class, political affiliation, or~~ including membership or non-membership in, or activity on behalf of or in opposition to, the Union. Unlawful discrimination includes unlawful sexual harassment.
2. Violations of Paragraph 1 shall be reported through the Employer'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 employee resulting from the Employer's investigation of any such report, and such grievance shall be filed at Step Three. Nothing herein is intended to prevent a bargaining unit employee from filing a claim of unlawful discrimination, harassment, or retaliation with any administrative agency or court of competent jurisdiction.
3. The Employer affirms and the Union acknowledges the Employer's obligations as a federal contractor, ~~with regard to affirmative action.~~
4. The Employer, upon hire, will offer training to all bargaining unit employees regarding unlawful discrimination and. ~~B~~bargaining unit employees shall complete any additional Employer required training regarding unlawful discrimination, ~~and sexual misconduct, and equity, diversity, and inclusion. Bargaining unit employees will ordinarily be required to complete training regarding unlawful discrimination and sexual misconduct no more frequently than every two years.~~
5. Bullying by the Employer, the Union, or any bargaining unit employee is prohibited. Bullying is defined as conduct that would be considered harassment

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

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under law or Employer policy but does not require discriminatory intent based on one of the legally protected categories characteristics listed in Paragraph 1.

~~6. — 6. To acknowledge the importance of professional development for team building, moting equity, diversity, and inclusion and promptly resolving issues relating to those principles, the Labor-Management Committee shall hold at least twothree dedicated Equity, Diversity, and Inclusion (EDI)team building strategy meetings in an—academic calendar year for the express purpose of addressing communication, collaboration, and team engagement.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 employees 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 parties agree that the Labor-Management Committee will commit to discuss recommendations related to \_additional\_ protected classes for consideration by the Employer related to the Employer's \_policy on Nondiscrimination \_and\_ Equal Opportunity, \_and Affirmative Action.~~

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~~7. An employee requesting a reasonable accommodation under the Americans with Disabilities Act may have a Union representative present throughout the interactive process.~~

~~8. An employee requesting a reasonable accommodation for religious belief or practice under Title VII may have a Union representative present throughout any interactive process.~~

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