

NON-DISCRIMINATION

Building and maintaining a diverse and inclusive community is an integral part of Miami University's mission and success. Both parties bound by this contract are fully committed to equal opportunity, affirmative action, and eliminating discrimination and harassment. Miami University will not discriminate on the basis of age, color, disability, gender identity or expression, genetic information, military status, national origin (ancestry), pregnancy, race, religion, sex/gender, status as a parent or foster parent, sexual orientation, caste, citizenship or immigration status, or protected veteran status in its educational programs, activities, facilities, extra curricular-programs, invited speakers, administrative policies or employment practices.

Of particular importance:

1. Miami University affirms and shares FAM, AAUP-AFT's belief that there should be equity in relation to how Tenured, Tenure Track, and TCPL (all ranks) are treated by university policies and within individual units or departments.
2. Pursuant to this contract, Miami University recognizes FAM AAUP-AFT as the union's representative entity and will not discriminate against any unit member for union activities.
3. Both parties recognize that academia in America has a troublesome history with gender, sexuality and race. Recognizing Miami's role as a leader in equity, both parties agree to establish a clear, uniform method for any member of the bargaining unit to request a review of their duties to confirm equitable treatment in relation to their peers. This process will be established before the start of the 2024-2025 school year and will include oversight by both university administrators and FAM members.
4. Both parties agree that past relations between the main Miami campus (in Oxford, OH) and the regional campuses in Hamilton, Middletown and West Chester, OH have been inequitable. All efforts will be made to treat the regional campuses as equitable partners in Miami University.
5. Both parties agree that any unit member who has a documented need for any reasonable accommodation will receive that accommodation within 14 days of a documented request.

The Union reserves the right to add to, delete from, alter or amend this proposal. This proposal is made without precedent or prejudice to existing rights and entitlements, regardless of the

character or source of same. 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.