

## **MIAMI UNIVERSITY COUNTER PROPOSAL TO FAM/AAUP-AFT**

**October 18, 2023**

### **NON-DISCRIMINATION AND ANTI-HARASSMENT**

- A. The University, the Union and bargaining unit faculty members affirm their dedication to the principles of equal opportunity and freedom from unlawful discrimination; as such, the University, the Union and bargaining unit faculty members will not discriminate on account of any protected categories under current federal, state, or local law or University Policy, including the following: age, color, disability, gender identity or expression, genetic information, military status, national origin (ancestry), pregnancy, race, religion, sex/gender, status in as a parent or foster parent, sexual orientation or protected veteran status or membership or non-membership in, or activity on behalf of or in opposition to, the Union. Unlawful discrimination includes unlawful sexual harassment.
- B. The University affirms and the Union acknowledges the University's obligations as a federal contractor with regard to affirmative action.
- C. The University 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 diversity, equity and inclusion. Bargaining unit faculty members will ordinarily be required to complete training regarding unlawful discrimination no more frequently than every two (2) years.
- D. The University will provide necessary reasonable accommodation, if it can do so without undue hardship on the operation of the University, to disabled bargaining unit faculty members who requests such accommodation, in accordance with University policy.
- E. To acknowledge the importance of promoting diversity, equity and inclusion (DE&I) and promptly resolving issues relating to those principles, the Labor-Management Committee, in the course of its regularly scheduled meetings, shall discuss such issues, related goals and initiatives. In addition to the regular Labor-Management Committee members, bargaining unit faculty members on the relevant internal Union committees and additional University representatives may attend Labor Management meetings to discuss DE&I. The number of additional participants in such meetings shall be mutually agreed upon by the parties.

Miami University 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, (2) the Union membership has ratified the full collective bargaining agreement and (3) the University Board of Trustees has approved the full collective bargaining agreement.