1	Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University
2 3	March 6, 2024
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5	Compliance Reform
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7	X.1. Reporting And Transparency
8 9 10 11 12 13 14	X.1.1. The OEEO shall provide public, summative, annual reporting of its operations, including, but not limited to: Numbers of initial reports and formal investigations; Visitor/complainant constituencies (faculty, librarian, student, etc.); Report type (sexual harassment, discrimination, racial etc.); Resolution services administered by OEEO, outcomes of the reports. These reports should be made available in public and accessible documents.
15 16 17 18 19	X.1.2. In addition to public reporting, the OEEO shall provide individual, continuous reporting to FAM, AAUP-AFT. OEEO shall report to FAM whenever a bargaining unit member opens up a complaint through their office (no personal information shared).
20 21 22 23	X.1.3. The OEEO shall also supply each grievant(s) from the bargaining unit with a document created by FAM, AAUP-AFT that outlines their full rights under this Agreement.
24	X.2. Oversight And Accountability
25	X.2.1. There shall also be an established annual audit of OEEO's activities to ensure
26	accountability and fair practice. The oversight committee will conduct the audit,
27	which will include but is not limited to reviewing annual reports submitted by
28	OEEO, identifying organizational and performance issues, making
29	recommendations for improvements within university policy and federal/state
30	law, and sharing the audit report with the Faculty Senate, FAM AAUP-AFT and
31	the university administration.

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.