

Employer counter proposal – All Units – Article 4.03.4 & 4.04.3

4.03 SEXUAL, GENDER AND GENDER IDENTITY HARASSMENT

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- 4.03.4 On receipt of a complaint of sexual and/or gender harassment from or against an employee, the Employer will also advise the employee of their right to Union representation in connection with the complaint. The Employer will follow the University Human Rights Policy and Procedures (the “Procedures”), to address the complaint, subject to the provisions of the Collective Agreement.

~~On a semi-annual basis~~ By February 1 and June 1 of each year, the Employer will provide the Union with a report of the number of members CUPE 3903 represented employees who have made complaints of sexual and/or gender harassment in the workplace at the Centre for Human Rights, Equity and Inclusion and/or the Centre for Sexual Violence Response, the Office of Student Community Relations, as applicable.

4.04 RACIAL AND ETHNIC HARASSMENT

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- 4.04.3 On receipt of a complaint of racism and/or ethnic harassment from or against an employee, the Employer will also advise the employee of their right to Union representation in connection with the complaint. The Employer will follow the University *Human Rights Policy and Procedures* (the “Procedures”) to address the complaint, subject to the provisions of the Collective Agreement.

~~On a semi-annual basis~~ By February 1 and June 1 of each year, the Employer will provide the Union with a report of the number of members CUPE 3903 represented employees who have made complaints of racism and/or ethnic harassment in the workplace at the Centre for Human Rights, Equity and Inclusion and/or the Office of Student Community Relations, as applicable.

For the University

For the Union

Article numbers and article references to be renumbered accordingly to allow appropriate sequencing and cross-references.

The University reserves the right to add, delete or modify its proposals at any time during collective bargaining negotiations. Any agenda items or proposals are without prejudice or precedent to the University's position on any issues regarding the interpretation of the Collective Agreement, including with respect to any current or future grievances.