

ARTICLE 13. HEALTH and SAFETY

Preamble. The University of Oregon is noted for its strong tradition of collegiality and support for all members of the institution. Hostile, intimidating, or abusive behavior damages the strong sense of community so valued at UO. We should all work to ensure that each member of our community benefits from a respectful and inclusive working and learning environment. We expect that everyone will make a conscious effort to model the behavior necessary to create an inclusive and respectful climate for all.

Section 1. Bargaining unit faculty members have the right to work in a safe and healthy workplace that meets the safety and health requirements of the Oregon Safe Employment Act and is an environment that is not hostile, intimidating, or abusive. Bargaining unit faculty members shall not be required to work under conditions that violate applicable safety or health laws or regulations.

- (a) A bargaining unit faculty member may report a condition that he or she believes does not comply with applicable safety or health laws. The University will assess the report.
- (b) Upon conclusion of the assessment, the University shall inform the bargaining unit member (in writing if the report was made in writing) of the conclusion and what, if any, action is being taken.

Section 2. Bargaining unit faculty members will attend all required training on workplace health and safety offered by the University. Bargaining unit faculty members will be paid for attendance at required trainings.

Upon reasonable request, a bargaining unit faculty member will be provided instruction on how to safely operate equipment provided by the University for use by the bargaining unit faculty member in the performance of his or her duties.

Section 3. The Union may appoint two representatives to the Safety Advisory Committee.

Section 4. ~~The University and the Union agree to develop, through the Safety Advisory Committee, a written comprehensive workplace violence prevention policy that is consistent with OSHA guidelines.~~ The University will develop a comprehensive written workplace violence prevention policy. The Union will have an opportunity to participate in the development of the policy.

At a minimum, the policy will address avoiding workplace violence, verbal and nonverbal threats, and similar actions, and will provide a procedure for the prompt reporting of incidents.

The policy will be developed ~~by the Safety Advisory Committee~~ and submitted to the Provost or designee. The Provost or designee will have final authority to establish the

1 policy. If the Provost or designee materially alters the recommended policy, he or she will
2 provide a written explanation for the change(s) ~~to the Safety Advisory Committee. The~~
~~3 Provost or designee may initiate changes to the established workplace violence prevention~~
~~4 policy by informing the Safety Advisory Committee of the change being considered, thereby~~
~~5 initiating the process described in this paragraph.~~

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7 The workplace violence prevention policy will be posted on the Human Resources
8 website.

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10 **Section 5.** No bargaining unit faculty member will be subject to discrimination, discipline, or
11 termination for reporting that he or she has experienced workplace violence or the threat of
12 workplace violence.