

## **MOU – SEXUAL HARASSMENT AND PREVENTION TRAINING**

*MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)  
AND  
THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND  
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), AFL-CIO and its  
LOCAL UNION 4121 (UNION)*

During negotiations for the 2018-21 successor agreement, the parties reached agreement on a program for the following regarding *Sexual Harassment and Prevention Training*. The program will expire on April 30, 2021 unless mutually agreed by the parties.

The University and Union shall jointly offer and make available in-person sexual harassment prevention and response training for incoming ASEs. Hours to attend the trainings will be included in the required workload for salaried ASEs and paid at the hourly rate for hourly ASEs once.

Content of trainings:

- Sexual harassment training shall focus on preventing sexual harassment and discrimination and responding appropriately to it when it does occur. The training shall include skill building, shifting behaviors, and bystander intervention strategies.
- The trainings shall include identification and discussion of intersectional power dynamics in ASE work situations.
- The content of the trainings will be developed and modified over time jointly between the University and the Union.

ASE Hiring and Supervision

- Eligible graduate students will be hired through the open hire process. The hiring committee shall consist of (2) Union representatives, one (1) academic department representative and one (1) Safe Campus representative. The University and the Union shall jointly agree upon the ASEs to be appointed as trainers.
- Safe Campus will be responsible for joint development of the program. Safe Campus will be responsible for supervision of the program and ASE employees.
- For Summer 2018 – Spring 2019, the university will hire 2 – 50% FTEs each quarter to jointly administer the sexual harassment training with the University. Appointment and compensation will be based on RA/TA/SA pay standards in the ASEs home academic department such that ASEs shall incur no loss or benefit from appointment to the trainer position. Appointments will be made within two (2) months of ratification of this agreement.

- For Fall 2019 – Spring 2020 and every academic year thereafter, the University will hire 2 – 50% FTEs per quarter to jointly administer the sexual harassment training with the University. Appointment and compensation will be based on RA/TA/SA pay standards in the ASEs home academic department such that ASEs shall incur no loss or benefit from appointment to the trainer position.
- Preference shall be given to candidates who can commit to at least one academic year.

#### Joint training initiative

- A train-the-trainer model will be implemented under which trainers will facilitate the training after an initial period of development and deployment with Safe Campus staff. Safe Campus will continue to monitor and check-in with trainers as training is deployed. The characteristics of this model will include:
  - Facilitation skill building
  - Content familiarization
  - Training mock run-through
  - First delivery
  - Evaluation and modification period
  - Updating presentation (continual evolution)
  - Scheduling – signup, communication, etc.

#### Timeline

- Within three months of ratification of the agreement:
  - A joint UW-UAW committee will meet to draft an outline of the training.
  - A committee of key stakeholders shall provide recommendations on content, format and implementation of the trainings to the Union and the University.
- Between August and September 2018, trial trainings will be held for UAW elected leaders and others as needed. Based on evaluations from these trial trainings, the trainers and SafeCampus will meet to make adaptations and refinements to the training material. Hours to attend these trial trainings are not included in the required workload for salaried ASEs or paid at an hourly rate for hourly ASEs.
- The parties agree that reasonable efforts will be made to ensure all new ASEs receive in-person sexual harassment training during the academic year of their initial hire date.
- An additional two (2) trainings will be conducted each Fall for ASE stewards and union elected leaders.
- Starting in 2019, the parties shall agree upon the ASEs to be appointed as trainers by June 1.

## Training Size and Duration

- In order to maximize the participant learning experience, sessions will be held with 25 – 50 attendees. Trainings shall be held at the Department or Hiring Unit level for Departments or Hiring Units when enough participants register. When individual Departments or Hiring Units have too few participants to hold their own session, they shall be combined with other similar Departments or Hiring Units. Open sessions will be offered for ASEs who miss their program session offering.
- ASEs who miss their program session offering may attend other sessions as space allows.
- Trainings shall be developed to last three (3) hours.
- Each training shall include time for participants to complete training evaluations. Trainers will analyze participant evaluations and jointly with the University will hold ongoing conversations about how to best adapt and improve the training program.
- ASEs beyond their first year may participate in the training as space is available.