

**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)**

**MOU: Empowering Prevention and Inclusive Communities (EPIC)**

During negotiations for the 2021-2024 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, 2024 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.
- The University will hire three (3) – 50% FTEs each quarter to jointly administer the EPIC training with the University. For the duration of this agreement and thru Spring quarter 2024, the University will provide Summer Quarter funding for three (3) 50% FTE ASEs. 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.
- 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.

#### Delivery of Training

- The University will strongly encourage all incoming ASEs to attend EPIC training.
- An additional two (2) trainings will be conducted each Fall for ASE stewards and union elected leaders.

#### 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.
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