

ARTICLE XX.

Respectful Work Environment

- XX.1 The University and the Union agree that all employees shall work in an environment that fosters mutual respect. The parties agree that all employees should be free from bullying: the intentional intimidation or infliction of emotional distress, characterized by verbal abuse, derogatory remarks, insults and epithets, verbal and physical behavior that a reasonable person would find threatening, intimidating or humiliating; intentional sabotage of an employee's work performance. The parties agree that such inappropriate behavior in the workplace does not further the University's business needs, employee well-being, or productivity. All employees are responsible for contributing to such an environment and are expected to treat others with courtesy and respect.
- XX.2 When a Unit 11 employee alleges a violation of this article and the allegation offers persuasive evidence that bullying may have occurred, the University shall implement interim measures when necessary. Such measures shall allow the employee to continue working in an environment free from bullying. Interim measures available to Unit 11 employees may include, but are not limited to: change to a different workstation, schedule, work location, unit, or position for which the employee is qualified provided that, in the case of the employee who makes the allegation, the change is voluntary and equitable; training and education of the Respondent; no contact remedies. Remedies available to Unit 11 employees may include, but are not limited to: change to a different workstation, schedule, work location, unit, or position for which the employee is qualified provided that, in the case of the employee who makes the allegation, the change is voluntary and equitable; training and education of the Respondent; no contact remedies.
- XX.3 The CSU and UAW agree to meet once each semester through the 2021-2022 academic year to discuss respectful work environments as it relates to Academic Student Employees in the CSU. The parties will agree upon the date, time, and location of the meeting. To the extent that either party requests additional meeting(s) during the 2021-2022 or subsequent academic years, then the parties shall set a mutually agreed upon time, date, and location of the meeting(s).