

## **Gender Solidarity Working Group**

### Terms of Reference

*As mandated by the UMFA Board of Representatives on October 25, 2018*

1. To develop a Gender Solidarity Safe Workplace campaign, with input from the Equity and Diversity Committee and the Gender Solidarity working group, that includes:

- a Gender Solidarity branded Fastfacts report on the resources that UMFA expends supporting staff facing anti-collegial discourse and behaviour,
- an explanation of the due process available to victims of sexual harassment, supporting their voice.
- communications about ongoing research into integrity cross-gender work relations (and deviations from them) at the university.

2. To host one or more town hall(s) to hear survivor's experience of sexual harassment and sexual assault on campus. The results of the town hall, in tandem with solicited confidential/anonymous feedback, will be used to inform UMFA policy and how Members are supported, and inform demands made to the administration

3. To identify deficiencies in and alternatives to the current UofM Respectful Work and Learning Environment and Sexual Assault Policies and Procedures.

4. In preparation for collective bargaining, identify deficiencies in and recommend improvements to the collective agreement related to issues of sexual harassment and violence and report them to the Collective Agreement Committee for inclusion in our forthcoming bargaining proposals and communications.

5. To identify possible improvements to CAUT policies in regard to safety and health, harassment, and sexual harassment.

6. To identify deficiencies in and recommend improvements to UMFA's Bylaws and Standing Rules in regard to sexual harassment and sexual assault, including recommendations regarding gender composition for grievance officer selection procedures and complainant choice in grievances involving sexual harassment or sexual violence.

7. To make other recommendations as the committee sees fit.

The Committee will be made up of the President, Executive Director, Chair of the Equity and Diversity Committee, UMFA's OSHAC Safety and Health Representative, at least one Grievance Officer, and at least two Members of the Board of Representatives. The committee will be no larger than 10 UMFA members. It will be supported by UMFA's legal and communications staff.

Based on the above, the Committee will make recommendations to the Board of Representatives on how to improve safety and health at the University of Manitoba. The Committee will complete items 1, 2, and 5 no later than March, 2019. All other items will be considered either by that time or within a reasonable time thereafter