

ARTICLE __: HARASSMENT, BULLYING, AND INTERIM PROTECTIONS

1. Recognition that repeated misgendering and deadnaming (referring to someone by a name which they do not wish to be referred to as) is harassment.
2. Recognition that bullying is unacceptable and is considered a form of harassment, including actions that result in power-based harassment; slandering, ridiculing or maligning a person; persistent name-calling that is hurtful, insulting, or humiliating; making abusive and offensive remarks; berating, humiliating, or mocking a GA in the presence of other faculty, staff, peers, or students
3. The University and the Union both recognize that there is a power differential between supervisors and Graduate Assistants that can affect the Graduate Assistants' career, including and beyond their time at Syracuse University. Thus, academic retaliation and abusive behavior between supervisors and Graduate Assistants shall not be tolerated.
4. Supervisors shall not engage in academic retaliation, abuse, and/or intimidating behavior. Both the supervisor and the Graduate Assistant shall work together to create a workplace that is civil and respectful of all parties.
5. The university will work to establish evidence-based trainings to prevent harassment in the workplace.
6. Upon request by the Graduate Assistant who has experienced harassment, interim measures will be put in place to protect the Graduate Assistant from continued harassment.
7. Interim measures may include, but are not limited to: change to a different workstation, schedule, work location, supervisor, or position appropriate for the Graduate Assistant. Any changes will be discussed with and agreed to by the Graduate assistant without pressure to accept.