

MISCELLANEOUS

Revised: June 22, 2023

The University proposes updating the side letter Between Columbia Postdoctoral Workers-UAW Local 4100 and Columbia University with the following language:

- 1) Employees who believe that they have been subjected to potentially abusive or intimidating behavior should discuss their concerns with their immediate supervisor, human resources, or the compliance hotline.
- 2) Retaliatory treatment of any Employee for reporting such concerns in good faith is strictly forbidden.
- 3) The University is committed to promoting an environment for learning, research, living, and working that is free from discrimination and harassment, and that does not tolerate abusive or intimidating behavior.
- 4) Further updates and information on the University's Anti-Bullying Initiative can be found at <https://provost.columbia.edu/content/columbia-anti-bullying-initiative>.
- 5) Once the University has approved a policy and procedures for addressing abusive or intimidating behavior not covered by existing EOAA policies and procedures, if an Employee is dissatisfied with the results of the established process, the Union may proceed to arbitration under Article 9 [Grievance and Arbitration] only after the established process is complete, other than any appeal process.