
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding concerns University Policies 3356-2-03 Discrimination/harassment, 3356-2-05 Title IX Sexual Harassment and Article 25 of the collective bargaining agreement between the parties, and Equal Employment Opportunity and Title IX training provided by the Administration and required by law.

1. The Association reaffirms its support of YSU's policies prohibiting sexual harassment in both the workplace and learning environment. Such behavior is completely unacceptable at this University and will not be tolerated.

The Association fully supports University Policies 3356-2-03 Discrimination/harassment, 3356-2-05 Title IX Sexual Harassment and Article 25 of the collective bargaining agreement between the parties; specifically, Article 25.2 Sexual Harassment and Article 25.3 Non-Discrimination. The Association will demonstrate its full support by endorsing University Policies 3356-2-03 and 3356-2-05 and Article 25 by publicly circulating the below statement: "The Union wishes to affirm with our members the continuing importance of the University's policy on Discrimination/Harassment (3356-2-03) Title IX Sexual Harassment (3356-2-05), as well as our obligations to the students and our community to maintain a campus/classroom environment free from illegal harassment and discrimination. This obligation is included in Article 25.2 and 25.3 of the CBA and we agree to encourage and cooperate with EEO/Title IX training to better ensure that our students are free from harassment/discrimination and able to engage with faculty to pursue educational excellence."

Additionally, the OEA will provide the statement in its newsletter (the Advocate) in the issue following the effective date of this MOU and will provide Administration with a copy.

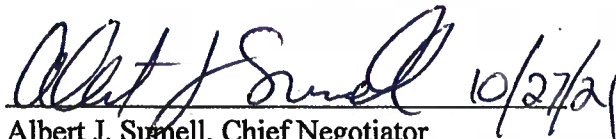
2. The Association affirms that it will actively encourage, and its membership will participate in, EEO and Title IX training provided by the Administration. The training will consist of annual training and focused training as necessary and which will be reasonable and consistent with past practice.
3. This Memorandum of Understanding is non-precedent setting,
4. This Memorandum of Understanding will expire contemporaneously with the expiration of the Parties' current collective bargaining agreement.

Entered into this 31st day of October 2021.

FOR THE ASSOCIATION



Susan W. Clutter, President
YSU Chapter of OEA

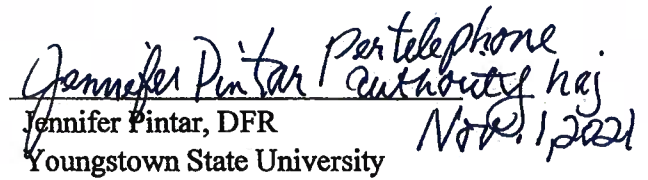


Albert J. Sumell, Chief Negotiator
YSU Chapter of OEA

FOR THE ADMINISTRATION



Brien N. Smith, Provost
Youngstown State University



Jennifer Pintar, DFR
Youngstown State University

cc: Cynthia Kravitz, Assistant Vice President and Chief Human Resources Officer