

GSC Resolution #2: Support of Graduate Student Union #NoCarveOut Bargaining Effort

Proposed Graduate Student Council Resolution

March 6, 2019

Whereas exit polls reported from the Harvard 2018 Graduate Students Union election show that student workers are twice as likely to disapprove of Harvard's handling of discrimination and sexual harassment than to approve of it, and

Whereas in contract negotiations with Harvard Graduate Students Union-UAW, the University administration has insisted that harassment and discrimination based on race, gender, disability or other protected categories be carved out of the third-party grievance procedures stipulated in the contract, and

Whereas third-party grievance procedures are standard parts of a union contract, and

Whereas staff at the Harvard Title IX office and ODR specialize in handling gender-based discrimination and harassment, not discrimination and harassment on the basis of other elements of identity (e.g. race, disability, national origin, and age, non-exclusive), and

Whereas a voluntary, neutral grievance procedure offers students the additional choice to seek support through a neutral, third-party arbitrator with no conflict of interest, through the University's internal offices, or through both, based on their individual needs,

Be it therefore resolved, the Graduate Student Council supports the inclusion of a neutral grievance procedure for sexual harassment and discrimination in the HGSU-UAW contract.