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Section 1. Bargaining unit faculty members have the right to work in a safe and healthy workplace that meets the safety and health requirements of the Oregon Safe Employment Act. Bargaining unit faculty members shall not be required to work under conditions that violate applicable safety or health laws or regulations.

- Section 2.** Bargaining unit faculty members will attend all required training on workplace health and safety offered by the University. Upon reasonable request, a bargaining unit faculty member will be provided instruction on how to safely operate equipment provided by the University for use by the bargaining unit faculty member in the performance of his or her duties.

Section 4. The University Administration and the Union agree to develop, through the Safety Advisory Committee, a written comprehensive workplace violence prevention policy that is consistent with OSHA guidelines.

The policy will be developed by the Safety Advisory Committee and submitted to the Provost or designee. The Provost or designee will have final authority to establish the policy. If the Provost or designee materially alters the recommended policy, he or she will provide a written explanation for the change(s) to the Safety Advisory Committee. The Provost or designee may initiate changes to the established workplace violence prevention policy by informing the Safety Advisory Committee of the change being considered, thereby initiating the process described in this paragraph.

The workplace violence prevention policy will be posted on the Human Resources website.

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2 **Section 5.** No bargaining unit faculty member will be subject to discrimination, discipline, or
3 termination for reporting that he or she has experienced workplace violence or the threat of
4 workplace violence.
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