

**Tentatively Agreed June 30, 2020**

**Side Letter:** Between Columbia Postdoctoral Workers-UAW Local XXXX and Columbia University

- 1) Complaints from Employees who believe that they have been subjected to other forms of 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 ensuring a workplace free from abusive or intimidating behavior. Accordingly, within six (6) months after the ratification of this Agreement, the University shall convene a University-wide Working Group with representatives from various constituencies, including the CPW-UAW, to make recommendations to the University to address complaints about misconduct that do not constitute policy violations on sexual and gender-based harassment or other forms of prohibited discrimination but which nonetheless may be abusive and/or intimidating to Employees.
- 4) The Working Group shall make any recommendations to the University for its consideration within six (6) months after first meeting.

***The University reserves the right to add to, delete or modify these proposals at any time during bargaining.***