

SIDE LETTER C – TRACKING DISCRIMINATION AND BIAS

July 1, 2023

During negotiations for the 2023-2025 successor agreement, recognizing the University's long stated goals of diversity and inclusion, the parties agree to the following:

1. Annually the Employer will email all bargaining unit employees information regarding the availability and purpose of the University's bias incident reporting tool as an avenue to report incidents of suspected bias.
2. On an annual basis, the following groups will prepare an assessment report which will at a minimum include information quantifying reports of discrimination, harassment, and retaliation. An electronic copy of each report will be made available to the Union.
 - i. Civil Rights Investigation Office
 - ii. Safe Campus
 - iii. UW Human Resources Campus Operations Investigations
 - iv. UW Medical Centers Human Resources Operations Investigations
3. This side letter will expire on June 30, 2025.

Tentatively Agreed To:	
For the Union:	For the Employer:
<p>DocuSigned by: <i>Thomas Wray</i> 10/16/2023 4C1DA2C371AA409...</p>	<p>DocuSigned by: <i>Banks Evans</i> 10/16/2023 C5469E99932C427...</p>

Date 10/16/2023