

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: February 8, 2011

SUBJECT: University-Wide Procedures for Sexual Harassment Concerns and Complaints

We wish to advise members that the University-Wide Procedures for Sexual Harassment Concerns and Complaints contained in Appendix C of the Collective Agreement between MUN and MUNFA has been revised, effective December 9, 2010. This is the culmination of a process that began in the early 2000s; the new Procedures is wholly consistent with the terms of the Collective Agreement and has the consent of the MUNFA Executive. Note that the Procedures in Appendix C are no longer in force. The new Procedures replace these and will be contained in Appendix C of the next Collective Agreement.

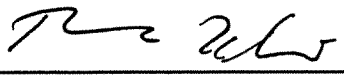
A copy of the new Procedures are attached for your information and are also available online at: <http://www.mun.ca/policy/site/procedure.php?id=348>. You will also find online four forms: the Sexual Harassment Complaint Form, Acknowledgement of Notification of Advice to Members of Bargaining Units, Request for an Investigation, and Release of Information. These Procedures and forms are congruent with the new Sexual Harassment Policy, which also took effect December 9, 2010. The Policy is online at <http://www.mun.ca/policy/site/policy.php?id=192>.

We encourage members to familiarize themselves with the new Policy and Procedures. They are critical to know should you wish to pursue a case of sexual harassment, or find yourself in a situation where a complaint has been made against you. Because a complaint of sexual harassment can lead to discipline under Article 19 of the Collective Agreement, we strongly urge you to consult with MUNFA if you find yourself the subject of an investigation.


If you have any questions after reviewing these documents, please contact the MUNFA Office (ext. 8642 or munfa@mun.ca).

Memorandum of Understanding
between
Memorial University of Newfoundland
and
Memorial University of Newfoundland Faculty Association
"Without Prejudice"

As per the Letter of Understanding in Appendix J of the 2010-2013 MUN-MUNFA Collective Agreement, the new University Wide Procedures on Sexual Harassment, approved by the University's Board of Regents on December 9, 2010 are in effect as of that date and replace the current procedures contained in Appendix C of the MUN-MUNFA Collective Agreement.



R. Klein (for)
Memorial University of Newfoundland
Faculty Association



M. Cooper (for)
Memorial University of Newfoundland

3 Feb 11

Date

January 19/2011

Date