

MEMORANDUM UN UNDERSTANDING

between

THE BOARD OF GOVERNORS OF MOUNT ROYAL UNIVERSITY

("The Board")

and

THE MOUNT ROYAL FACULTY ASSOCIATION

("The Association")

Re. The Management of the Intersection of Harassment or Occupational Health and Safety Investigations and Article 20-Grievance Procedure

Background

1. Both Parties agree that they are committed to providing a working and learning environment that is free of harassment and which allows for full and free participation of all Employees.
2. Both Parties agree that the Board shall ensure that procedures exist to investigate, respond to and, where necessary, remedy harassment complaints in a reasonable and timely manner.
3. Both Parties agree that any individual may make a Report of Violence or Harassment
4. Both Parties agree that it is the responsibility of the Employee to report to their immediate supervisor, or Dean, any situation in the workplace which the Employee believes to be unsafe or unhealthy through the Board's complaint processes and the grievance process, as outlined within the Collective Agreement.
5. Both Parties agree that these processes are not exclusive of one another and can procedurally be initiated simultaneously.

Therefore, both Parties agree:

In order to facilitate the timely marshaling of proceedings, the Parties agree that when an Employee submits a complaint to the Employer related to Article 22.3. or 22.4, the timelines stipulated within Article 20 - Grievance Procedure begin the day the Employee has been notified in writing of the conclusion of the Board's investigation process.



Chad London
Provost & Vice-President, Academic
Board of Governors



Lee Easton
President
Mount Royal Faculty Association

April 14, 2023

Date