

LETTER OF UNDERSTANDING WITH RESPECT TO

ARTICLE 39.5 (Sexual Harassment)

Between

The University of Ottawa

(Employer)

And

The Association of Professors of the University of Ottawa

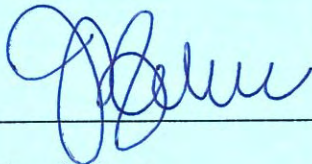
(Association)

WHEREAS the parties agreed that section 39.5 needs to be brought in line to reflect the new obligations under Bill 168.

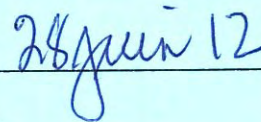
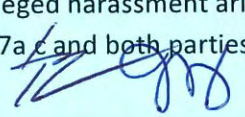
WHEREAS the parties also agreed that this would be better achieved through a side table and not through the negotiations process.

THEREFORE the parties agrees:

1. To set a separate committee with two (2) University representatives and two (2) persons to be named by the Association to develop together the modifications to be made to the language of the collective agreement, such committee to begin its work no later than with 60 days of ratification of the collective agreement;
2. That during the interim period, if a situation of alleged harassment arises, other than sexual, the framework established in newly adopted Policy 67a c and both parties shall apply and be used as a guideline.



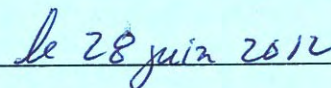
University of Ottawa



Date



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Date