

RESOLUTION #1

Sexual Assault In Higher Education

- WHEREAS:** Michigan’s institutions of higher education are experiencing a crisis of sexual assault and insidious gender, sex, and sexuality based harassment; and
- WHEREAS:** The tenets of mutual defense that are core to the labor movement demand a response to this crisis in campus safety and personal security; and
- WHEREAS:** Current campus conversations related to improving responses to sexual assault, harassment, and identity-based discrimination are primarily reactive, rather than proactive; and
- WHEREAS:** Current campus reforms related to safety on university campuses frequently fail to include the perspectives of graduate student employees who study and work on these campuses; and
- WHEREAS:** The sexual violence and identity-based discrimination that graduate student employees experience is unique, due to their unique status as both employees and students on university campuses. Women, people of color, trans people, LGBTQ+ and disabled people are particularly at risk for violence and harassment at all workplaces, including university campuses; and
- WHEREAS:** As the only union representing graduate employees in the state of Michigan, AFT Michigan is ideally positioned to coordinate statewide advocacy efforts in response to sexual assault, harassment, and discrimination on public university campuses; and **NOW THEREFORE BE IT**
- RESOLVED:** That the AFT Michigan Administrative Board will convene a special sexual assault advisory committee of representatives from all higher education locals in the state with special attention to graduate employees; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That the AFT Michigan will work with sexual assault advisory committee to contact community advocates for sexual assault prevention and non-discrimination around the state of Michigan to seek their input and guidance in shaping proactive institutional policies to create safe and supportive spaces for survivors of sexual assault; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That the AFT Michigan Administrative Board will consider reasonable expense requests from the sexual assault advisory committee to compensate these professionals for their time and knowledge as needed; and **NOW THEREFORE BE IT FURTHER**
- RESOLVED:** That the sexual assault advisory committee, so convened and supported as described above, will prepare a final set of recommendations to the AFT Michigan Administrative Board that at minimum will include recommendations for best practices in the areas of mandatory reporting, affirmative consent education, and defining campus security in trans, queer and disability inclusive terms, as well as all other areas of sexual assault and harassment prevention considered necessary by the committee; and **NOW THEREFORE BE IT FINALLY**
- RESOLVED:** That the final recommendations will be submitted by the AFT Michigan Administrative Board to governing boards at colleges and universities where we

represent employees no later than April 2019, in recognition of Sexual Assault Awareness Month.

Submitted by:

Michigan State University Graduate Employees Union Local #6196
Revised and recommended for adoption by the Human Rights Committee
Approved by AFT Michigan 75th Convention (May 19, 2018)