

HEALTH AND SAFETY

Section 1. Responsibility for Safety. The University and the Union share responsibility for workplace safety. Student workers shall not be required nor will a student worker work in an unsafe environment, nor shall they be required to work without adequate training. Safety complaints must be made in good faith. Student workers may not be disciplined or retaliated against in any way for safety complaints, regardless of the outcome of any assessment of the complaint.

All work by a student worker shall be performed in conformity with applicable safety standards. Reports of unsafe working conditions may be submitted at <https://www.uoregon.edu/reportaconcern> with the option for anonymous reporting.

Section 2. Right to Information. As required by applicable law, the University will make available information to student workers about hazards and potential hazards in their workplaces, including signage for how to recognize and report hazards.

Section 3. Working Environment. The University will provide a safe, clean, and healthy work environment that complies with applicable safety standards established by law or any controlling agency.

Section 4. Safety Equipment. Required safety devices, personal protective equipment, and safety apparel, will be provided by the University at no cost to the student worker.

Section 5. Safety Training. The University will provide student workers with orientation and/or training to perform their jobs safely. In addition, if necessary, training will be provided to student workers on the safe operation of equipment prior to use. Student workers may raise concerns with their supervisor regarding job safety. If the concerns are not sufficiently resolved by the supervisor, the University will, upon request by the student worker, promptly conduct a safety assessment of the student worker's concern. No student will be expected to train another employee on tasks unfamiliar to the student worker.

Section 6. Resident Assistants. Resident Assistants shall have access to counseling with a mental health professional from University Health Services. Any outreach from University Housing staff to an RA following mental health concerns and high-priority incident reports shall include additional resources available within the university. University Housing staff will be judicious when initiating engagement with RAs about mental health concerns unless the resident assistant requests outreach within a report or independently.



Ashton Pressman (Mar 12, 2025 16:04 PDT)