

**ARTICLE XX.
HEALTH AND SAFETY**

Section A. The ~~Corporation~~ **University** shall provide and maintain safe and healthy working conditions for all Employees.

Section B. All Employees shall adhere to all health and safety policies and procedures and shall perform their duties in a safe manner using appropriate health and safety equipment provided by the University. ~~be provided with a safe workspace and are~~ Employees shall ~~encouraged to~~ report to the ~~Corporation~~, **University** including supervisors and Harvard Environmental Health and Safety, any conditions that pose a threat to their health and safety, the health and safety of their fetus, or the health and safety of others.

1. ~~No employee shall be required to work in a situation which presents a threat to their health or~~ safety.

Employees shall not face any discipline or retaliation for reporting a health or safety concern.

Section C. The ~~Corporation~~ **University** shall supply and maintain all equipment, tools, and materials needed, as determined by the University, to carry out required job duties safely, and the ~~Corporation~~ University shall provide proper training for the use of said equipment, tools, and materials.

~~**Section D.** The Corporation University shall provide first aid equipment and information for all Employees in workplaces that involve the use of, or exposure to, hazardous materials or who work in a hazardous environment.~~

In case of a medical emergency, all Employees are instructed to call 911.

Section E. ~~Depending on the Employee's job location and duties, the University shall offer all appropriate safety training to such Employees at no cost on safety topics relevant to the safe performance of their work. The University may in its discretion also offer periodic training to Employees on a variety of items such as~~ including, but not limited to, first aid, Cardiopulmonary resuscitation (CPR), use of an Automated External Defibrillator (AED), use of fire extinguishers, disaster preparedness, and active shooter preparedness.

Section F. The ~~Corporation~~ **University** shall provide appropriate personal protective equipment (PPE) deemed necessary in accordance with Harvard policies, the Occupational Safety and Health Administration (OSHA), and/or local, state and/or federal regulations for safely performing their duties. Training shall be provided in the proper use of protective equipment at no cost to the Employees.

~~**Section G.** The Corporation **University** shall provide Employees with N-95 or equivalent masks.~~

Section H. The ~~Corporation~~ **University** shall notify and provide affected Employees with information regarding toxic chemicals, health hazards, and/or asbestos to which they may have been exposed when a duty to notify is present.

Section I. ~~The Employee has a duty to comply with occupational safety and health standards and any rules, regulations and orders issued under the OSH-Act that are applicable to their actions. This means employees must follow University safety policies and procedures, use provided safety equipment, and report hazards. The Union shall have one (1) representative included on the Laboratory Safety Committees.~~

~~**Section J.** When an OSHA inspector inspects a worksite in which Employees are located, a Union representative to accompany the inspector during the walkaround inspection~~

Section K. Doxxing and threats to personal safety.

- ~~1.—When an Employee notifies the University that they have been targeted in the Corporation becomes aware of a doxxing occurrence that relates to their position as an Employee, the University Corporation shall promptly meet with eontact the affected Employee within 24 hours to discuss offer possible supportive measures, as outlined below. These may include, but are not necessarily required, the removal of the Employee's contact information from public websites; provision of an alternative unlisted email; assistance with email monitoring; access to personal information removal services and online presences scrubbers. Employees are also encouraged to review University policies regarding on-line harassment and doxxing.~~
- ~~2.—The Corporation shall maintain a designated contact person for providing information and supportive measures to doxxed employees, including but not limited to technological support.~~
- ~~3.—Upon request, the Corporation will remove an Employee's contact information from public websites and provide an alternative unlisted email.~~

- ~~4. If a documented doxxing or other cyberharassment event has resulted in email harassment, an Employee may request assistance with email monitoring. Such requests shall not be unreasonably denied.~~
- ~~5. The Corporation shall provide Employees who have been doxxed, or who have expressed fear of violence, an office door peephole and emergency alarm button for inside their office or laboratory. Employees who have expressed a fear of violence due to doxxing may request and the Corporation shall provide a temporary or permanent office relocation. This office shall be unlisted upon request.~~
- ~~6. In order to protect the privacy and prevent further harassment of Employees who have experienced doxxing and threats, the Corporation shall provide at no cost to the Employee access to personal information removal services and online presence scrubbers.~~

Section L. Crisis Response Following a crisis such as an active shooting event or natural disaster, ~~Employees shall receive paid time off until impact bargaining with the Union has concluded. Corporation~~ the University shall meet with the Union within one (1) week twenty-four (24) hours to discuss the impact of the event on Employees. to negotiate supportive measures for affected employees, including but not limited to paid time off.

Section M. Mental Health Support. If an Employee has experienced or witnessed work-related violence or the threat of work-related violence, EAP assistance is available to the Employee. ~~the Corporation shall provide, in addition to behavioral health services covered by the Employee's health insurance plan, no cost, confidential mental health services for the initial six months following such an incident.~~

Section N. Lactation Accommodation. An Employee who is lactating after returning to work shall be provided reasonable and appropriate break time to express milk during work hours. The ~~Corporation~~ University will make a private room (not a restroom) available for the Employee to express milk at or near their office facility. The room must have a door lockable from the inside, a comfortable chair, an electrical outlet, and the ability to block transparent windows and doors. This may include the Employee's office or another private office that is not being used. Expressed milk can be stored in the Employee's office kitchen refrigerator. ~~If at any time the room is being used for a purpose other than expressing milk, the space must be relinquished to the Employee needing it for lactation.~~ Nothing in this article will limit an Employee's ability to use lactation rooms elsewhere on campus or the ability for the Employee to request additional lactation accommodations. The ~~Corporation~~ University will maintain an online directory for available lactation stations/rooms across campus.