

APPENDIX B
MEMORANDUM OF UNDERSTANDING: EMPOWERING PREVENTION AND INCLUSIVE COMMUNITIES (EPIC)

During negotiations for the initial WSU/UAW Agreement, the parties reached agreement on a pilot program regarding sexual harassment and prevention training. The pilot program will expire on August 15, 2025 unless otherwise agreed by the parties.

B.1 EMPOWERING PREVENTION AND INCLUSIVE COMMUNITIES (EPIC)

The University and Union shall jointly develop and make available in-person and online (via virtual teleconferencing software) peer-led sexual harassment prevention and response training for incoming ASEs. The program will be called Empowering Prevention and Inclusive Communities (EPIC). Time to attend the trainings will be considered time worked.

B.2 CONTENT OF EPIC TRAININGS

B.2.1 EPIC training shall focus on preventing sexual harassment and discrimination and responding appropriately to it when it does occur. The training shall include skill building, shifting behaviors, bystander intervention strategies, and identification and discussion of intersectional power dynamics in ASE work situations.

B.2.2 The content of the trainings will be developed and modified over time jointly between the University and the Union.

B.3 INITIAL PROGRAM DEVELOPMENT

B.3.1 Within four (4) months of ratification of the Agreement, a joint WSU-UAW-management committee will meet to draft an outline of the training and finalize any program logistics.

B.3.2 A committee of key stakeholders will provide recommendations on content, format and implementation of the training to the Union and University.

B.3.3 In the semester following initial program development, trial trainings will be held for UAW elected leaders and others as needed. Based on evaluations from these trial trainings, the trainers and appropriate University office staff will meet to make adaptations and refinements to the training material.

B.3.4 This training is separate from and does not take the place of University provided [Discrimination, Sexual Harassment, and Sexual Misconduct Prevention](#) or other required or offered training(s).

B.4 ASE HIRING AND SUPERVISION

B.4.1 The University will hire and fund a minimum of one (1) ASE(s) at 50% FTE each semester (Fall, Spring) and Summer as needed, to jointly administer the EPIC training with the University.

B.4.2 Recruitment for the position(s) will open within two (2) months of ratification of this Agreement. Eligible ASEs will be hired through the open hire process. The hiring committee shall consist of two (2) Union representatives and two (2) University representatives. The University and the Union shall jointly agree upon the ASEs to be appointed as trainers.

B.4.3 The overseeing office will be responsible for supervision of the program and ASE employees.

B.4.4 Preference shall be given to candidates who can commit to at least one academic year.

B.5 JOINT TRAINING INITIATIVE

A train-the-trainer model will be implemented under which trainers will facilitate the training after an initial period of development and deployment with staff of the overseeing office. The appropriate overseeing office will continue to monitor and check-in with trainers as training is deployed. The characteristics of this model will include:

- Facilitation skill building
- Content familiarization
- Training mock run-through
- First delivery
- Evaluation and modification period
- Updating presentation (continual evolution)
- Scheduling – signup, communication, etc.

B.6 DELIVERY OF TRAINING

- B6.1 The University will offer all incoming ASEs the opportunity to attend an EPIC training during the academic year of their initial hire date. ASEs beyond their first year may participate in the training as space is available.
- B6.2 Two (2) additional trainings will be conducted during the academic year for ASE stewards and union elected leaders.
- B6.3 Additional trainings may be held at the Department or Hiring Unit level when enough participants register and peer trainers are available. ASEs may also join sessions for other departments when space allows.

B.7 TRAINING SIZE

In order to maximize the participant learning experience, sessions will be held with 25 – 50 attendees.