

Memorandum of Understanding

between

Renison University College (RUC)

and

Renison Association of Academic Staff (RAAS)

This Memorandum of Understanding (MOU) sets out the terms and understandings between RUC and RAAS for the implementation of a compassionate review process of Member's accommodation requests to in-person teaching assignments for the remainder of the Winter 2022 term.

Purpose:

This MOU outlines the agreement made between both parties regarding Members' requests for workplace accommodations that fall outside of the purview of the services offered by Occupational Health.

RUC and RAAS agree to workplace accommodations for **exceptional and extenuating circumstances regarding Family Status and/or medical reasons** that may negatively impact a Member's ability to teach an in-person course. The Member must initiate an accommodation request, in writing, to the Vice President Academic and Dean and the Director, Human Resources and Infrastructure, who will triage requests in a fair, consistent, and expedient manner. Members may be asked to provide verifiable evidence supporting the request. Renison University College shall exercise empathy and compassion when considering accommodation requests on a case-by-case basis. Upon approval, the workplace accommodation(s) will be negotiated in coordination with the affected academic unit and consideration of student needs.

Duration:

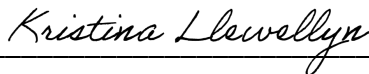
The MOU is at-will and may be modified by mutual consent of authorized officials from RUC and RAAS. The MOU shall become effective upon signature by authorized officials from RUC and RAAS and will remain in effect for the duration of the Winter 2022 term.



Wendy L. Fletcher
President & Vice-Chancellor
Renison University College

February 2, 2022

Date



Kristina Llewellyn
President
Renison Association of Academic Staff

February 2, 2022

Date