

Policy Statement on the Rights of Graduate Student Employees

Graduate students are employees when teaching, researching or otherwise performing services for the university for paid compensation at the institution at which they are studying. As academic employees, they have the right to:

- 1) academic freedom;
- 2) a fair wage;
- 3) reasonable security of employment, which includes but is not limited to fair procedures in advertising and hiring, the right to apply for employment without discrimination, the right to fair assessment, and protection from arbitrary discipline or dismissal;
- 4) a clear written contract, including a description of duties and working conditions which shall not compromise the timely completion of the degree;
- 5) bargain collectively;
- 6) unionize and freedom from any form of reprisal for union activity;
- 7) a safe workplace, including freedom from discrimination and harassment;
- 8) the training and resources required to undertake employment duties;
- 9) essential benefits and leaves, including child care and parental leave;
- 10) recognition and protection of their intellectual property;
- 11) review their employment files and evaluations;
- 12) due process to resolve employment grievances;
- 13) representation as employees in institutional governance.

Approved by the CAUT Council, November 2001.;
Recommendation by the CAUT Academic Freedom and Tenure Committee
that the policy be deleted, March 2018;
Recommendation to Council by the CAUT Executive Committee
that the policy be deleted, April 2018.