

# 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 for in-person teaching assignments for the Spring 2022 term.

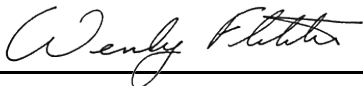
## Purpose:

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 Covid-related 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:

This MOU is at-will and may be modified by mutual consent of authorized officials from RUC and RAAS. This MOU shall become effective upon signature by the authorized officials from RUC and RAAS and will remain in effect until the end of the Spring 2022 term.



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

May 2, 2022

\_\_\_\_\_  
Date



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Dr. Kristina Llewellyn  
President  
Renison Association of Academic Staff

\_\_\_\_\_  
Date