

Graduate Teaching Assistants and “Return to Campus”

Some graduate students will be unable to accept some, or any, GTA assignment due to their (a) legal (e.g., lack of study permit) and geographical (e.g., travel restrictions), or (b) physical/health circumstances, as follows:

a. Legal and Geographical Circumstances:

i. *International students currently outside the country:*

1. without a study permit in hand before March 18 (e.g. incoming students) cannot travel to Canada
2. without a study permit in hand cannot be employed
3. with a study permit in hand (e.g. continuing students) may not be able to travel to Canada
4. with a study permit (and a Canadian bank account) who are unable to come to Canada due to travel restrictions are able to work as a GTA if an appointment with remote responsibilities is available.

ii. *International students currently in the country:*

1. without a study permit in hand and a SIN cannot be employed

b. Physical and Health Circumstances:

- i. Those graduate students who indicate that they are unable to complete the responsibilities of a GTA position due to health restrictions or disability must seek official accommodation for employment through Human Resources as per the GTA Collective Agreement Article 22: WORKPLACE ACCOMMODATION (https://www.uwo.ca/hr/form_doc/employee_agreements/gta.pdf) and Western University’s Policy on Duty to Accommodate (<https://www.uwo.ca/hr/diversity/accommodate.html>). Students should first contact their graduate program regarding the GTA position. In consultation with their graduate program, students should then contact Human Resources at <https://www.uwo.ca/hr/contact.html>.

Graduate students without legal, geographical or physical/health conditions requiring accommodation who decline or refuse the offer of a GTA position that requires in-person teaching (or decline or refuse a GTA position that requires remote responsibilities) are considered to have forfeited the GTA part of their funding package. Note that preference and choice of living arrangements (e.g., choosing not to live in London) do not constitute grounds for accommodation.

Graduate Programs are not obligated to provide alternative funding for graduate students who cannot be allocated a GTA because they do not have a study permit. Programs may choose to

provide non-employment funding, such as WGRS or GRA (which will be paid into the student's Student Account at Western and used to cover the cost of tuition), but they are not obligated to replace the GTA funding in the student's funding package.

In cases where a graduate student is deemed by Human Resources to require an accommodation, efforts should be made to adapt the GTA duties or to allocate alternative GTA duties that are feasible in the context of the required accommodation. If the required accommodation makes it unfeasible for the graduate student to complete any GTA duties, the program is obligated to provide the student with the equivalent funding. In such cases, programs are advised to consult with SGPS.

SGPS

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