

## Department of Spanish and Portuguese Statement of Non-Retaliation

The graduate student workers at IU-Bloomington have been organizing and considering a strike action, possibly for Wednesday, April 13. After discussions among faculty, students, and administration, the Department has drafted a Statement of Non-Retaliation, which follows:

The Department of Spanish and Portuguese sees its graduate students as integral parts of our community and recognizes its obligation to support and nurture them as well as to prepare them for their future lives. We also acknowledge that in all the capacities in which our students work and perform labor, they play a crucial role fulfilling the department's and university's academic mission. We further recognize their legal right to associate collectively and, through their association, to choose to strike. Retaliation against those who organize is illegal by Indiana law and University policy; we therefore affirm that student participation in the strike will not affect our evaluation of their labor or their academic work, nor will it affect advising, mentoring, or letters of recommendation. Finally, we urge the administration to appropriately address the legitimate concerns of all the graduate employees of the university.