

Draft Contract Language

Workplace Dignity and Respect

The employer and the Union agree that the work environment shall be characterized by mutual respect for the common dignity to which all individuals are entitled. Every employee has the right to be treated with dignity and respect and to work in a safe and healthy environment, free of verbal and nonverbal abuse, intimidating body language, retaliation and any form of hostility. The employer, in cooperation with the Union, shall develop a comprehensive workplace bullying prevention program. The purpose of this program is to promote a healthy, positive workplace climate so that every individual is able to contribute fully to our (educational; healthcare; public service) community.

Definition: Adult workplace bullying is defined as conduct that a reasonable person would find hostile, intimidating, offensive, humiliating or an abuse of authority. It may be verbal, nonverbal, electronic (email; social media), public or private. It is typically behavior repeated across multiple incidents; a single incident is rarely a violation. It may originate from any employee or from any individual to another within the (educational; healthcare; public service) community. Examples include, but are not limited to: unwarranted or invalid criticism; unjustified blame; being treated differently from others in the workgroup; being sworn at, shouted at or humiliated; exclusion or social isolation; excessive monitoring, micro-managing or being given unrealistic deadlines.

Workplace Bullying Prevention Program: The Program shall include, at a minimum, the following components:

- a. Measures that will reduce the likelihood of workplace bullying, including training and education for all members of the (educational; healthcare; public service) community. This training and education should, at a minimum, define adult workplace bullying and its consequences, and explain the Program;
- b. A reporting procedure and procedures for prompt, thorough and objective investigations that are handled respectfully, with assurance that there is no retaliation or negative consequences for victims and witnesses; and
- c. Provisions to support staff who have experienced workplace bullying.