

## ANTI-HARASSMENT/BULLYING POLICY & GUIDELINES

### **POLICY:**

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our Union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Harassment means using real or perceived power to abuse or humiliate. Harassment should not be treated as a joke. The uneasiness and discomfort it creates are not feelings that help us grow as a union. Harassment focuses on the things that make us different instead of the things that bring us together like shared concerns about our families, decent wages, safe working conditions, fairness at work, and justice in society.

We believe that Labour's policies and practices should reflect our commitment to equality. We urge members and staff to participate fully in activities mindful that all **people** deserve dignity, equality and respect.

### **PURPOSE:**

To establish an Anti-Harassment/Bullying Policy and Guidelines for the Local.

### **PROCEDURE:**

- Concerns can be taken forward to the President or any other Executive Board Member.
- Complaints will be investigated as timely as possible.
- Confidentiality will be respected to the extent of the law.

**Revised: September 2018**

Revised: March 2014

Original: May 2008