

1 **ARTICLE X6. WORKPLACE BULLYING**

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3 **Section 1. Definition of workplace bullying**

4 Workplace bullying is defined as any vexatious behavior in the form of repeated and hostile or
5 unwanted conduct, verbal comments, actions or gestures that affect a GE's dignity or psychological or
6 physical integrity and that results in a harmful or unsafe work environment for the GE. It can come from
7 co-workers, supervisors, employers, students, staff, or external sources.

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9 **Section 2. Examples of workplace bullying**

10 a) Given that cases of workplace bullying tend to be under-reported, examples of workplace
11 bullying should be outlined in order to support and encourage GEs undergoing possible bullying.
12 Examples of bullying or personal harassment include but are not limited to:

- 13 ● Vandalizing personal belongings;
- 14 ● Sabotaging work;
- 15 ● Spreading malicious rumors;
- 16 ● Humiliating initiation practices/hazing;
- 17 ● Unfounded complaints which are made in bad faith, in reprisal, frivolously or with
18 malicious intent;
- 19 ● Interfering with a workplace violence or harassment investigation; intimidating a
20 complainant, respondent or witness; or influencing a person to give false or misleading
21 information;
- 22 ● harassing, offending, socially excluding someone
- 23 ● undermining behavior towards GEs that cause them to lose belief in themselves or
24 suffer ill health and mental distress as a result
- 25 ● abuse of an imbalance of power
- 26 ● treating a disability accommodation as a burden on the University
- 27 ● any discrimination as outlined in Article 8

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29 b) Failure of supervisors, in keeping with their authority, to respond to interpersonal misconduct or
30 allegations of discrimination or harassment may be considered as condoning such behavior and
31 therefore a violation of this.

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33 **Section 4. Verbal abuse, threats, or harassment by the department or unit and/or the supervisor will not**
34 **be tolerated. In addition to the disciplinary procedure outlined in Article 16, discipline and/or**
35 **reprimands of GEs shall not be administered in front of other GEs except in cases where a GE requests a**
36 **witness, union representative, or other party permitted by the GE.**

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38 **Section 5. It is the obligation of the University to provide a safe work environment as per Article 10. All**
39 **supervisors, departments, or units alerted to cases of workplace bullying are obligated to take concrete**
40 **steps to address the issue within ten (10) days. In addressing the issue, the supervisor, department or**
41 **unit will not obligate the reporter of workplace bullying to attend a meeting with the accused present.**

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