

ARTICLE X3

~~WORKPLACE BULLYING~~ RESPECTFUL WORKPLACE AND WORKPLACE BULLYING

Section 1. Both the University and GEs acknowledge their commitment to a respectful workplace. The parties agree to adhere to the annual Respectful Workplace Memorandum jointly issued by ~~Academic Affairs~~ the Office of the Provost and Human Resources.

Section 2. In conjunction with the annual notice in Section 1, department heads or their designee will discuss respectful workplace expectations at a meeting that includes faculty attendees from across the department. That discussion will cover the respectful workplace memorandum and how it relates to interactions with GEs, the University's policy on romantic relationships, the University's policies regarding prohibited discrimination and retaliation, power dynamics between faculty members and graduate students, and appropriate professional boundaries.

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

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

Section ~~2~~4. Examples of workplace bullying and disrespectful workplace

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

- Vandalizing personal belongings;
- Sabotaging work;
- Spreading ~~malicious~~ rumors;
- Humiliating initiation practices/hazing;
- ~~Unfounded complaints which are made in bad faith, in reprisal, frivolously or with malicious intent;~~
- Interfering with a workplace violence or harassment investigation; intimidating a complainant, respondent or witness; or influencing a person to give false or misleading information;
- ~~harassing, offending, socially excluding someone~~
- ~~undermining behavior towards GEs that cause them to lose belief in themselves or suffer ill health and mental distress as a result~~
- ~~abuse of an imbalance of power~~
- Treating a disability accommodation as a burden on the University
- Any discrimination as outlined in Article 8
- Administering discipline and/or reprimands of GEs in front of other GEs, except in cases where a GE requests a witness, union representative, or other party permitted by the GE.

- 43 • Venting frustrations by acting in a demeaning, threatening, or verbally abusive
- 44 manner
- 45 • Yelling or cursing at others
- 46 • Engaging in intimidating behaviors

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48 b) ~~Failure of supervisors, in keeping with their authority, to respond to interpersonal~~

49 ~~misconduct or allegations of discrimination or harassment may be considered as~~

50 ~~condoning such behavior and therefore a violation of this.~~

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52 ~~**Section 4.** Verbal abuse, threats, or harassment by the department or unit and/or the supervisor~~

53 ~~will not be tolerated. In addition to the disciplinary procedure outlined in Article 16, discipline~~

54 ~~and/or reprimands of GEs shall not be administered in front of other GEs except in cases where a~~

55 ~~GE requests a witness, union representative, or other party permitted by the GE.~~

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57 ~~**Section 5.** It is the obligation of the University to provide a safe work environment as per Article~~

58 ~~10. All supervisors, departments, or units alerted to cases of workplace bullying are obligated to~~

59 ~~take concrete steps to address the issue within ten (10) days. In addressing workplace bullying or~~

60 ~~violations of the University’s Respectful Workplace Memorandum, the supervisor, department or~~

61 ~~unit will not obligate the reporter of workplace bullying to attend a meeting with the accused~~

62 ~~present.~~

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