



UCCO-SACC-CSN HARASSMENT POLICY

Declaration of Principle

UCCO-SACC-CSN and its members recognize that everyone is entitled to have their dignity and their physical and psychological integrity respected.

The Union disapproves of any and all forms of harassment towards its members and between its members. It will use all the means at its disposal to prevent harassment and ensure that any harassment ceases, whenever it becomes aware of its existence.

We define “harassment” as offensive behaviour, which can take the form of a recurring demeanour, repeated words, acts or gestures, that are hostile and unwelcome, which violate the dignity, or compromise the psychological or physical integrity of an employee and that poison their working environment. Only one single serious act may also constitute harassment if it offends and produces a continuous harmful effect upon another member.

The establishment of strategic pressure tactics and the use of tactical leverage between management and the Union during conflictual situations, although it may be detrimental to the work atmosphere shall not be deemed harassment. Exercising our legitimate collective union rights shall be done as much as possible showing respect for people as such, but not necessarily for their opinions and positions.

Purpose of the policy

To eliminate harassment and violence in interpersonal relationships between our members and in our workplace.

To formulate guidelines for our union leaders to help them deal with the problem of harassment in their institutions.

Member’s Rights

Every member who confers with the Union, and who believes that they are a victim of harassment or who have been accused of harassment, is entitled to receive all the information necessary to assert and protect their rights.

Every member is entitled to a union representative's assistance during the prompt problem resolution process, or in front of a committee of inquiry into allegations of harassment, whether they are a plaintiff or a defendant in a harassment case.

If the plaintiff and the defendant in a harassment case are both members they have the right of different representatives.

If a member is the subject of a disciplinary action subsequent to an inquiry that has found them guilty of harassment, the Union shall lend its support to the grievance against this disciplinary action in the event that, after a union investigation into the matter, the Union judges that the harassment allegations are unfounded or that the disciplinary action imposed by the employer is too severe.

Union's Duties

Work to promote an environment free from harassment.

Provide assistance to members who are either plaintiffs or defendants in harassment cases.

Denounce any situation of harassment on the part of a superior or manager towards any member in whatever manner the Union deems appropriate.

Work to resolve the problems generated by a harassment complaint.

The union representatives are committed to protect confidential information gathered.

In the case of a member on member harassment, the local section's president and vice president cannot act as union representatives in any harassment file. They will assign a union representative to each member and will oversee the process providing advice to each representative as required.

Union's duties towards the plaintiff in a harassment case

Meet with the member who believes himself a victim of harassment. Receive its version. Notify the member that only the facts will be analyzed and help the latter to accurately define the relevant facts. Inform the member of their rights.

Help the person who is a victim of harassment and support them in what they do to deal with it, suggesting that they call upon the employee assistance program, if necessary.

Attempt to resolve the problem.

Point the member towards the most appropriate recourse, reporting the situation to the employer, a grievance, a petition for compensation or lodging a harassment complaint, quick union settlement process, union mediation, etc.

Represent the member during the prompt problem resolution process, mediation, or any inquiry regarding allegations of harassment made by the employer.

When remedial action is taken, ensure the follow-up of the situation with the employer, inform and assist the plaintiff.

Union's duties towards the defendant in a harassment case

Meet with the member who is the subject of a harassment complaint, take note of their version of the facts, inform them of their rights and represent them during the prompt problem resolution process, mediation or any inquiry regarding allegations of harassment made by the employer.

Attempt to resolve the problem.

In the case of a harassment complaint that proves to be founded and the employer imposes disciplinary action against the correctional officer, carry out an exhaustive union investigation into the validity of said action.

Notify the correctional officer of the Union's decision to represent said officer or not in the event that a grievance is lodged to contest the remedial action taken by the employer.

Procedure should harassment come from a UCCO-SACC-CSN representative

Any member who believes they are a victim of harassment coming from a UCCO-SACC-CSN representative must transmit their detailed allegations to the Vice-President of their region.

Should the allegations involve said Regional Vice-President, they must be transmitted to the National Vice-President.

The Regional Vice-President or National Vice-President shall then form a committee of at least two people to inquire into the allegations within one month following the receipt of such a complaint.

Should the complaint prove to be founded, UCCO-SACC-CSN shall take any remedial action necessary to ensure that the situation ceases and shall notify the plaintiff of the foregoing. The ultimate action could include launching a procedure to remove from office any representative judged guilty of harassment.