



Workplace Harassment

What is it and how do I stop it?



AFSCME Code of Conduct

- AFSCME is committed to providing an environment free from discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristics prohibited by law. As such, AFSCME will not tolerate discriminatory, harassing or otherwise unacceptable behavior at any of its activities, events or meetings. AFSCME expects everyone who participates in any of its activities, events or meetings to abide by this standard of conduct.
- There will be no retaliation or other adverse action taken against an individual who makes a complaint. Complaints should be sent to the AFSCME Human Resources Department at reportharassment@afscme.org



What does RESPECT mean to you?



Go to: **Pollev.com**
Enter Username:

What does respect mean to you?

Join by Web



- 1 Go to **PollEv.com**
- 2 Enter **TELLETT154**
- 3 Respond to activity

⚠ Instructions not active. **Log In** to activate



Objectives

- ▷ Define what constitutes bullying and harassment
- ▷ Identify best practices to recognize and document cases
- ▷ Review how to file a complaint





Community Agreements

- ▷ Be present - no multitasking
- ▷ Mute when not speaking
- ▷ What's learned here leaves here, what's said here stays here
- ▷ Honor your needs



When poll is active, respond at **PollEv.com/tellett154**

Text **TELLETT154** to **22333** once to join

Do you think Bullying & Harassment are the same thing?

Yes

No

I am not sure



Harassment

Harassment is unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

Harassment becomes unlawful where:

1. enduring the offensive conduct becomes a condition of continued employment, or
2. the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

What are examples of protected classes in your contract or under the law?

Join by Web



- 1 Go to **PollEv.com**
- 2 Enter **TELLETT154**
- 3 Respond to activity

⚠ Instructions not active. **Log In** to activate



Protected Classes

Possible State Law

Race	Color	Religion
Sex	National Origin	Age (18 or older)
Disability	Genetic Information	Sexual Orientation
Veteran Status	Association	Retaliation

Federal Law:

Race	Color
Religion	Sex
National Origin	Age (40 or older)
Disability	Genetic Information

WORKPLACE BULLYING is
defined as repeated abusive
behavior that is:

Bullying

Threatening, Humiliating, or Intimidating

Direct, or Indirect

Verbal, physical, or otherwise

By one or more persons against another or
others, at the place of work and/or during
employment

Bullying

Also classified as
'Status-Blind Harassment'

**No Legal Standard for
bullying**

What kind of bullying behavior have you witnessed at work?

Join by Web



- 1 Go to **PollEv.com**
- 2 Enter **TELLETT154**
- 3 Respond to activity

⚠ Instructions not active. **Log In** to activate



Bullying can Look Like:



Blame for 'errors'

Unreasonable job demands

Criticism of ability

Inconsistent compliance with rules

Threatens job loss

Insults and put-downs

Discounting/denial of accomplishments

Exclusion, 'icing out'

Yelling, screaming

Stealing credit

When poll is active, respond at **PollEv.com/tellett154**

Text **TELLETT154** to **22333** once to join

What protections do you have under possible state law that are not included in Federal Law?

Race

Religion

Veteran Status

Disability

National Origin



Which statement does NOT define Bullying?

Repeated abusive behavior that is threatening, humiliating, or intimidating

It may be direct or indirect, and can be verbal, physical, or otherwise

There is a legal standard



How often does this happen?

45%

have witnessed
harassment of a
coworker

35%

of workers have
been harassed

41%

of women have
reported that they
experienced
harassment

37%

of workers have been
bullied

19%

witnessed others
being bullied

63%

of workers are aware
of bullying in their
workplace



- ▷ **Perpetrator** – The person conducting the bullying or harassment
- ▷ **Target** – The person experiencing the bullying or harassment

When poll is active, respond at **PollEv.com/tellett154**

Text **TELLETT154** to **22333** once to join

What percentage of perpetrators have a higher rank than their targets?

0-25%

25-50%

50-75%

75-100%





61% of perpetrators had a higher rank
then their targets

33% of perpetrators were peers with
the same rank as their targets

6% of perpetrators were subordinates
who bullied targets with higher rank

When poll is active, respond at **PollEv.com/tellett154**

Text **TELLETT154** to **22333** once to join

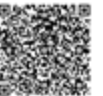
What percentage of harassers are men?

0-25%

25-50%

50-75%

75-100%



78%

**Of Harassers Are
Men**

🖥️ When poll is active, respond at **Pollev.com/tellett154**

📱 Text **TELLETT154** to **22333** once to join

Almost 1 in __ cases of harassment come from a customer or client

5

10

20

50



**1 in 5 cases of
harassment come from
a customer or client**

How to take Action



If you are targeted...

Don't:

- Blame yourself.
- Delay.
- Keep it to yourself.
- Try to reason.
- Try to be understanding.
- Justify why you want it to stop.
- Retaliate

Do:

- Trust yourself.
- Object.
- Appear Calm.
- Be physically assertive.
- Maintain eye contact.
- Name it.
- Say it again.
- Discuss with others.
- Keep records.
- Contact your union rep.

If someone approaches you...

Don't say:

"That's just how so-and-so is"

"They were just joking. Lighten up"

"Don't bother filing a complaint, it's your word against theirs"

"It's not sexual harassment - it only happened once"

"You should take it as a compliment"

"They were only trying to protect you"

"You were asking for it"

"Think about their future, do you want them to lose their job?"

"Well, have you seen how the women here dress? Can you blame him?"

"We can't file a grievance for member-on-member harassment"

If someone approaches you with a complaint, what **SHOULD** you do?

Join by Web



1 Go to **PollEv.com**

2 Enter **TELETT154**



If someone approaches you..



Do:

- ▷ Listen
- ▷ Affirm
- ▷ Ask for consent
- ▷ Offer Solutions

Your Rights

Go

You can go to your local union representative and initiate the grievance procedure

Go

You can go to your council representative

Follow

You can follow your employer's internal complaint process

File

You can file charges directly with the EEOC and/or local agency



EEOC

U.S. Equal Opportunity Employment Commission

Time Frame: 180 to 300 days

Charges can be filed:

- ▷ Online
- ▷ At your local field office
- ▷ State or Local Fair Employment Offices

File a Claim With the EEOC or Local Agency

EEOC Field Offices

- <https://www.eeoc.gov/field-office>
- **FEPA near you** by clicking on “[State, Local and Tribal Programs](#)” in the menu that appears

Time Limits for Filing a Charge

Anti-discrimination laws and time limits for filing a harassment claim differ state by state.

- ▷ Many harassment claims must be filed within one year of any discriminatory action
 - “Filing” could include intake interview, drafting of the charge, sending/receiving time, signing and determination if complaint can be processed based on local and federal guidelines
- ▷ First step is completing the questionnaire
- ▷ You have a right to an attorney at all points in the process.

What information do you need about your case before you file a complaint?

Join by Web



- 1 Go to **PollEv.com**
- 2 Enter **TELLETT154**
- 3 Respond to activity

⚠ Instructions not active. **Log In** to activate



Documenting a Case: the 5 Ws

- ▷ **WHO**
- ▷ **WHAT**
- ▷ **WHERE**
- ▷ **WHEN**
- ▷ **WHY**





BREAKOUT GROUPS

Read your scenario

What more information do you need about this situation?

What are the next steps you would take?

Assign a spokesperson!

Discussion:

What can we do to create a culture of support in our union for members to come forward?



Closing & Questions