

## **THE “YELLOW SHEET”**

### **ANTI-HARASSMENT POLICY of the UNITED STEELWORKERS**

The Union wishes to provide a harassment-free environment in all Union workplaces and at all Union activities. We have democratically passed tough, meaningful policies on harassment at our Conferences and Conventions, and negotiated such policies to protect our members. They are not just words. We take them seriously, because mutual respect must be the basis of interaction among trade unionists.

Harassment is not a joke. It creates feelings of uneasiness, humiliation and discomfort. It is an expression of perceived power and superiority by the harasser over another person. There are two principles fundamental to the trade union movement: human rights and solidarity. Harassment strikes at the heart of both.

“Harassment” is a form of discrimination. It means improper comment or conduct that a person knows or ought reasonably to know would be unwelcome, offensive, embarrassing, or hurtful. Harassment may result from one incident, or a series of incidents.

Harassment can be based on a prohibited ground of discrimination, as set out in provincial human rights legislation, such as race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, or disability.

However, harassment does not have to involve a prohibited ground. Improper conduct or comment which has no work-related purpose can also constitute harassment.

Harassment includes sexual, racial, and personal harassment such as bullying.

The Union has a comprehensive policy for receiving, investigating and addressing complaints of harassment. Under that policy, the Union has appointed anti-harassment counsellors at each event. They can provide you with a copy of the complete Policy Against Harassment at USW Events.

If you experience or witness harassment during any Union event, you should contact an anti-harassment counsellor who will investigate and take the steps set out in the Policy. They will keep any complaints confidential, except to the extent necessary to prevent harm to anyone, to ensure the requirements of a fair investigation, to take appropriate corrective action, or as otherwise required by law.

At this event, the anti-harassment counsellors are: