

# **CONFRONTING HARASSMENT IN THE WORKPLACE**

## **How does the CAW harassment policy work?**

If a worker believes that he or she is being harassed at work and wants help, the steps are as follows:

- ▶ the harassment victim can approach any local union elected person or official, including members of the women's committee, human rights committee and affirmative action committee;
- ▶ the incident must be brought to the immediate attention of the unit chairperson and the local union president by the victim(s) or whoever they have chosen to assist them;
- ▶ the local union president and the unit chairperson must contact the CAW national representative, and if necessary, meet with a senior company representative(s) to investigate;
- ▶ within 10 working days of notifying the unit chairperson and the local union president, the issue must be resolved, and the resolution of a harassment complaint must reflect the serious nature of such acts;
- ▶ confidentiality must be respected throughout the process;
- ▶ the national representative must notify the CAW national office about the complaint and its resolution.

This policy encourages all of us as union members to challenge harassment whenever it occurs. We must ensure that harassment does not threaten the dignity of our sisters and brothers.

**“By respecting our brothers and sisters and confronting harassment in the workplace, we can build a stronger and more effective union.”**

Bob Nickerson  
CAW Secretary-Treasurer

*Call me sister, call me brother.*

**CAW  TCA**  
**CANADA**