

# Workplace Bullying

## IS NOT OK

“Respect for every person’s worth is fundamental to a university, particularly to CUNY, which was founded on principles of inclusion. On behalf of the University and the PSC, we remain resolute in our commitment to a workplace that respects all employees, honors the dignity of all students, faculty and staff, and does not tolerate discrimination or harassment. To further support our shared commitment to a dignified, respectful workplace, the University and the PSC have agreed to develop a joint campaign regarding bullying in the workplace.”

- CUNY and PSC (October 2020)

### Do

- ✓ Treat others with dignity and respect.
- ✓ Use effective communication skills.
- ✓ Provide constructive performance guidance, including positive feedback.
- ✓ Be inclusive and maintain collegiality.
- ✓ Make all team goals achievable and realistic.
- ✓ Document and report the bullying.
- ✓ Reach out and seek union guidance.

### Problem

- ▲ No CUNY policy on workplace bullying.
- ▲ No CUNY trainings focused on bullying prevention or abusive conduct.
- ▲ No confidential line to report abusive behavior.
- ▲ Employees fear retaliation for reporting abusive conduct.
- ▲ No formal process for dispute resolution and complaint management of workplace bullying cases.
- ▲ Campuses have different means of dealing with complaints of abuse.
- ▲ Historic culture of bullying in academia.

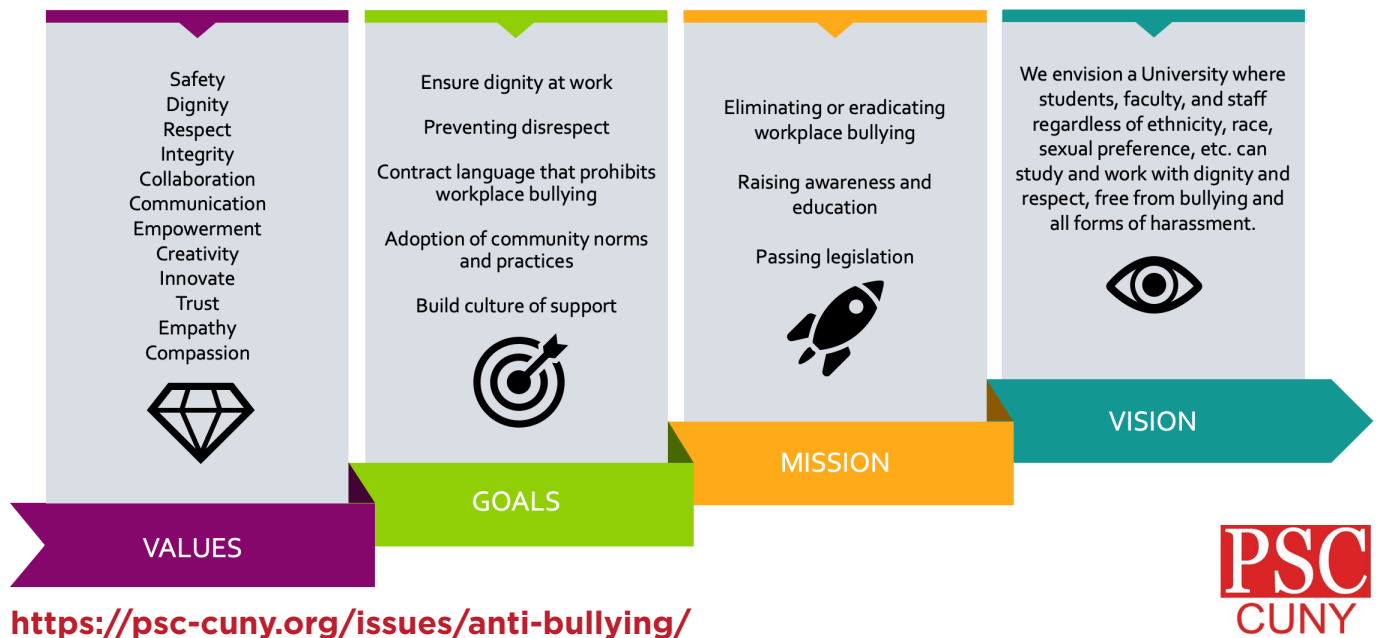
### Don't

- ✗ Don't intimidate, manipulate or threaten.
- ✗ Don't be verbally, physically, emotionally, spiritually or psychologically abusive.
- ✗ Don't be unreasonable and persistent in your criticism.
- ✗ Don't deliberately exclude or isolate someone.
- ✗ Don't set unachievable targets or unrealistic deadlines.

### Solution

*“Organize, agitate, educate,  
must be our war cry.”*  
-Susan B. Anthony

# PSC Anti-Bullying Campaign



## How to Win this Demand?

*Be the change you want to see in the world*

**Be an Advocate**

**Tell Your Story!**

*Get into “Good Trouble”  
-John Lewis*

**Attend a  
Bargaining Session**

**Engage and Participate  
in the Contract Campaign**

**When We Fight, We Win!**



## 2023 PSC Contract Demand

**“C. Work-Life Balance and Professional Respect. (4) PSC and CUNY will work jointly to combat harassment and bullying in the physical and virtual workplace (cyberbullying). A university-wide labor-management committee on professional respect shall be established.”**