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.

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.

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.

Solution

"Organize, agitate, educate, must be our war cry." -Susan B. Anthony

PSC Anti-Bullying Campaign

Safety Dignity Respect Integrity Collaboration Communication Empowerment Creativity Innovate Trust **Empathy** Compassion



VALUES

Ensure dignity at work

Preventing disrespect

Contract language that prohibits workplace bullying

Adoption of community norms and practices

Build culture of support



GOALS

Eliminating or eradicating workplace bullying

Raising awareness and education

Passing legislation



MISSION

We envision a University where students, faculty, and staff regardless of ethnicity, race, sexual preference, etc. can study and work with dignity and respect, free from bullying and all forms of harassment.



VISION



https://psc-cuny.org/issues/anti-bullying/



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."

Be the change you want to see in the world

> Be an Advocate Tell Your Story!

Get into "Good Trouble" -Iohn Lewis

> Attend a **Bargaining Session**

Engage and Participate in the Contract Campaign

When We Fight, We Win!

