



<b>Boilermakers, Local 128</b>	<b>Date of Issue:</b>	<b>Policy Reviewed by:</b>
<b>Harassment Policy</b>	<b>Revision Date</b>	<b>Page 1 of 4</b>

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## **Policy Statement:**

Interpretation Note: This policy is intended to comply with the *Occupational Health and Safety Act* and the *Human Rights Code*. Accordingly, this policy should be interpreted in a manner that is consistent with the *Occupational Health and Safety Act* and the *Human Rights Code*. To the extent this policy or part thereof is found to be in conflict with the *Occupational Health and Safety Act* or the *Human Rights Code*, the conflicting provisions of this policy shall be deemed to be of no force or effect.

It is the policy of the Boilermakers Union, Local 128 that every employee and member be afforded a work environment that is free of harassment or bullying. Each employee and member shall also be treated with respect and dignity, in all work places that employ Boilermakers and staff. The Boilermakers Union, Local 128 is committed to providing a zero tolerance environment, in respect to harassment, bullying and violence, in the workplace. Zero tolerance is defined as meaning that no level of harassment, bullying or violence is acceptable in the offices that employ Boilermaker staff, the job sites that hire Boilermaker members, or the welding shops and training facilities. In addition, the Boilermakers Union, Local 128 will not accept a hostile work environment, which can be defined as an atmosphere controlled by behaviour, language, or the treatment of individuals that undermines their personal power, creates personal discomfort, or jeopardizes their career aspirations. The Boilermakers Union, Local 128 will act quickly on any complaint of harassment, with the goal of resolving the situation fairly, and the prevention of future occurrences.

This policy applies to all employees, as well as members, elected officials and guests to the Union Halls.



Under the provisions of this policy, the Boilermakers Union, Local 128 encourages the reporting of all incidents of harassment, regardless of who the offender may be. The Boilermakers Union, Local 128 encourages individuals to raise concerns related to workplace violence and harassment and will take steps to ensure such persons will not be subjected to reprisal for doing so.

This policy applies to harassment, bullying and violence that may occur during the course of all Boilermaker business, as well as activities and events, when such harassment adversely affects relationships within the Boilermaker Union's work and activity environment.

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## **Definitions:**

Harassment is defined as engagement in a course of vexatious comments or conduct against a worker, in a work place that is known, or ought reasonably to be known unwelcome.

Harassment may include, but is not exclusive to the following:

- Written or verbal abuse or threats
- Sexually oriented comments
- Racial or ethnic slurs
- Unwelcome remarks, jokes, innuendoes, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion, or any personal attribute
- Gender harassment—generalized sexist remarks or behaviour that disparages or causes humiliation to a person
- Sexual bribery
- Sexual coercion
- Sexual imposition—touching grabbing fondling
- Displaying sexually explicit, racist or other offensive or derogatory material
- Sexual, racial, ethnic or religious graffiti
- Condescension, paternalism or patronizing behaviour that undermines self respect or adversely affects performance or working conditions
- Physical conduct such as touching, kissing, patting, pinching
- Vandalism

Ontario's Human Rights Code protects people in the workplace against discrimination and harassment, including sexual harassment. The prohibited grounds include race, ancestry, and place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, and age, record of offences, marital status, family status, and disability.

Workplace bullying is the tendency of groups or individuals to use persistent aggressive or unreasonable behaviour towards a co-worker or subordinate. Workplace bullying can take the form of verbal, non-verbal, psychological, physical abuse, and humiliation.

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## **Goals of the Policy:**

- To resolve any reported incident in a fair and timely manner, respecting the privacy of both the complainant and accused.
- To prevent any further harassment.
- To eliminate harm to the complainant, and provide the complainant with a safe work environment.



## **Goals of the Policy Continued:**

- To reduce liability to the organization, through responsible policies, procedures and implementation strategies.
  - To educate and train employees, members and elected officials in the harassment policy within the Boilermakers Union, Local 128.
  - To encourage an environment of mutual respect and consideration for all members, elected officials, Boilermaker employees, and guests of the Union Halls.
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## **Applicability:**

This policy applies to all Union Halls under the governance of the Boilermakers Union, Local 128. In addition, it is applicable to related training facilities, and shops. This policy also extends to activities, meetings and social gatherings that are organized by or for the members, elected officials, and employees of the Boilermakers Union, Local 128.

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## **General Responsibilities:**

In the event of an incident resulting in the initiation of a harassment investigation, all parties involved in the case are bound to maintain confidentiality throughout all stages of the investigation process. Confidentiality ensures the complainant's anonymity, and protects the reputation of character of those involved.

A trained Harassment Advisor is required to handle cases that may be resolved through informal procedures and to refer all other complaints to the Business Manager for external investigations. Until a Harassment Advisor can be appointed and trained, it is the responsibility of the Office Union Steward to:

- Initiate the regular review of the Harassment Policy to ensure the inclusion of the latest initiative of the Canadian Human Rights Commissions.
- Initiate an investigation in the event of a reported incident.
- Establish a central registry to log all incidents of harassment to be kept in a confidential state.
- File a report to the Business Manager within thirty days of the initial complaint with recommendations for further action.



The filing of a complaint of harassment is the right of each member, employee or elected official in the Boilermakers Union, Local 128, and may be exercised without fear of reprisal or threat thereof. It is further understood that the filing of a complaint shall not in itself constitute sufficient grounds for disciplinary action. In addition, the mere fact that a complaint has been filed against an individual shall not, in and of itself, constitute grounds for disciplinary action against that individual.

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### **Revision Requirements:**

This policy will be revised upon the appointment of a trained Harassment Advisor, where the duties and responsibilities will be revised.