

## **Examples of Existing Contract Language on Workplace Bullying/Civility**

### **Boston Teachers Union, Local 66 [Massachusetts]**

Employer: City of Boston

Job Classifications: Teachers, Paraprofessionals, Substitute Teachers, Nurses

2012-2016

#### *Some Basic Educational Principles*

##### *A Shared Commitment to Diversity.*

Recognizing the diverse and multicultural nature of Boston and the families involved with its schools, the parties each renew their commitment to maintaining a school system that treats each student, parent, and employee with respect, dignity, and sensitivity to their unique needs and culture. Each party encourages the other to pursue initiative within their purview to meet this goal and to make suggestions for how the other might do so.

##### *Respect and Dignity.*

The BPS and the BTU recognize the dignity and worth of every person. The aim of this policy is to create a workplace climate of understanding and mutual respect for the dignity and worth of every person so that each person is able to contribute fully to the development and well-being of the students of the City of Boston.

**Early Childhood Federation, Local 1475 [California]**

Employer: Foundation for Early Childhood Education

Job Classifications:

2010-2013

Article XIV Working Conditions

5. The employer and the Union agree that each employee shall be treated with respect and dignity. Verbal abuse, threats, or harassment by managers or supervisors will not be tolerated. Discipline and/or reprimands of employees shall not be administered in front of other bargaining unit employees except in cases (I) where an employee requests a witness or union representative or (II) where another employee is present for translation purposes with the permission of the individual receiving the discipline. Discipline shall be administered in a professional manner. Any disrespect shall be subject to the grievance procedure.

## **The Escambia Education Association, Local 7415 [Florida]**

Employer: School District of Escambia County

Job Classifications: Teacher, Media Specialist, Librarians, Counselor, Occupational Specialist, Dean, Psychologist, Visiting Teacher/Social Worker, Curriculum Coordinator

2013-2016

Article II Employment Considerations

### II.7 Professional Courtesy

A. The parties are committed to a work atmosphere characterized by "professional courtesy" and believe that it is the responsibility of all District employees to treat everyone involved in our education environment with dignity and respect. No derogatory comments shall be made to any employee in the presence of other District employees, students, parents or other visitors. Whenever possible, critical counseling shall be conducted in a manner and in a location that will maintain professional courtesy and avoid undue embarrassment to the members of the bargaining unit.

B. Critical opinions, information or judgments that are not documented through the evaluation or disciplinary process shall not be communicated by former/current administrative supervisors to new and/or potential administrative supervisors in any manner.

**Escambia Education Staff Professionals, Local 7418 [Florida]**

Employer: School District of Escambia County

Job Classifications: Bus Operator, Clerical, Custodian, Food Services, Maintenance, Mechanic,  
Paraprofessional

2013-2016

XI.2 Employee Rights

F. Employees in this bargaining unit are valuable partners in the School District and as such shall be treated with respect and dignity. No adverse comments shall be made to any employee in the presence of other District employees, students, parents or other visitors.

## **Minneapolis Federation of Teachers, Local 59 [Minnesota]**

Employer: Minneapolis Board of Education

Job Classifications: Teacher, Counselor, Librarian

2013-2015

### *Section 1. Agreement Relative to Terms and Conditions of Employment Commitment to a Respectful Climate and Culture*

The Minneapolis Public School District and the Minneapolis Federation of Teachers Local 59 share a fundamental and abiding commitment to the education of the students of Minneapolis and, therefore, are committed to fostering and building a respectful climate and culture that advances student learning. They recognize and greatly appreciate the extraordinary commitment of teachers, administrators and other employees in the system who work to create a system in which the staff and students can learn, grow, thrive, and be healthy. Yet the parties to this agreement believe that the Minneapolis Public School system as a whole must do more to meet the needs and expectations of all students and of the community.

By working together through continuous improvement, effective communication, and meaningful involvement in the decision-making process, we provide a high quality education to every student. We are committed to shared responsibility and a collaborative partnership integrated into an organizational culture of respect. The commitment to foster an organizational culture of respect that is embedded throughout the school system is a priority of the school board, union leadership and its members, and the Superintendent, executive staff and principals. This culture is built on the belief that all members of the Minneapolis Public School district are essential to a successful learning environment. We are committed to:

- Trusting one another
- Use of collaborative and interest-based processes
- Recognizing the collective bargaining relationships as opportunities to enhance this culture
- High expectations for all staff and students that are reasonable, clear and transparent
- Open, honest contributions without fear of retribution
- Respect for various points of view
- Civility in all of our interactions
- Team building and working together as a team.
- Recognition that employee's provide valuable contributions
- Open and effective communication

We believe through these support structure we can foster and sustain a culture of respect. In order to be effective, these support structures should be embedded throughout the system, viable and accessible to everyone, and seen as fair and equitable.

## **Union of Rutgers Administrators**

Employer: Rutgers University

Job Classifications: All administrative employees

2014-2018

### **ARTICLE 27 - NON-HOSTILE WORK ENVIRONMENT**

The university and the union agree that the working environment shall be characterized by mutual respect for the common dignity to which all individuals are entitled. It is therefore agreed that verbal harassment of an employee or a supervisor is inappropriate and unacceptable.

Any claims of a violation of this provision by employees covered by this agreement shall be the subject of a labor management conference. A full and fair investigation into any alleged violations of this provision shall be the sole and exclusive duty of the university.

The Labor Management Conference shall be presided over by the Office of Labor Relations and attended by the employee, a representative or representatives of the union, a representative of the department associated with the alleged violation. Any mutual agreements reached at a Labor Management Conference at which representatives of the Office of Labor Relations are present will be reduced to writing. Such agreement shall be binding on the parties to the agreement.

Should a particular supervisor be the subject of more than one allegation under this Article and should the parties at a Labor Management Conference (see Article 20) agree that responsive action by the University is warranted to address a claimed violation of this Article in more than one such instance, then repeated or continuing behavior by the same supervisor may be grieved pursuant to Article 14.

The parties also acknowledge that the University Policy Prohibiting Harassment (University Policy Library Section 60.1.12) prohibits harassment based on certain enumerated protected categories. Employees may use the University Harassment Complaint Process to report and remedy complaints covered by the Policy Prohibiting Harassment.