

Resolution Title: Resolution on Hostile Work Environments Due To Bullying and Abuse
Submitted by: Professional Staff Congress/CUNY

Whereas, civil rights legislation makes it illegal for an employer, or anyone acting as an agent of an employer, or a co-worker to abuse or harass any employee because of race, color, national origin, religion, disability, medical condition, marital status, sex, age, or sexual orientation; and

Whereas, the Workplace Bullying & Trauma Institute’s definition of bullying is **the repeated, hurtful interpersonal mistreatment** of a person (the target) by a perpetrator (the bully) through **acts of commission** (hostile verbal, nonverbal, communication and interfering actions) and **omission** (the withholding of resources – time, information, training, support, equipment – that guarantee failure); and

Whereas, civil rights legislation rightfully identified such behavior by supervisors or co-workers as discriminatory when used to maintain race, gender or other privileges within a given occupation; and

Whereas, studies have documented that between 16 and 21 percent of employees are victims of some form of harassment, abuse, or workplace bullying, and that such mistreatment is more prevalent than sexual harassment; and

Whereas, unless those who have been subjected to workplace bullying can demonstrate that the abusive treatment is because of their race, color, sex, national origin, age, sexual orientation or disability, they are unlikely to have any legal or other resource to redress such mistreatment; and

Whereas, an “abusive work environment” is one where an employee is subjected to repeated abuse that can cause physical and or psychological harm to the employee; and

Whereas, workers have the right to a hostility-free work environment that does not put their physical or mental health at risk and where everyone is treated with dignity and respect; and

Whereas, hostile workplaces are extremely costly to employers and employees in attrition, suck time and related health costs; and

Whereas, national experts on workplace bullying have identified the major health consequences for victims of abuse: 76% suffer from anxiety, stress and excessive worry; 71% experience loss of concentration; 71% suffer from disrupted sleep, 60% become edgy, irritable, easily startled and guarded; 52% become obsessive over work details; and 49% suffer from recurrent memories, nightmares and flashbacks; and

Whereas, union supporters or activists are sometimes targeted for such abuse by management in an effort to weaken the union, undermine employee solidarity or organizing drives; and

Whereas, managers must be held accountable if they abuse and harass staff or tolerate such behavior from others, and

Whereas, according to Workplace Bullying & Trauma Institute's study, once targeted, bullied individuals face a 70% chance of losing their jobs; and

Whereas, bullies don't work alone but in 77% of cases enlist co-workers to isolate the target; and

Whereas, bullying at the workplace occurs in both the private and the public sector; and

Whereas, bullying in the workplace and an abusive work environment has a chilling effect on many others not directly targeted undermining their work or teaching performance; and

Whereas, an increasing number of municipalities, communities, cities and states are considering anti-bullying legislation to insure that abuse and bullying are not tolerated at the workplace; therefore be it

Resolved, that NYSUT will work with its labor affiliates to develop legislation to prevent hostile work environments and provide enforceable remedies that will protect workers.

I hereby certify that the above resolution was approved for submission to the 2007 NYSUT Representative Assembly by the:

Delegate Assembly

at a meeting held on

December 21, 2006

Signed:



(President)

Local 2334

NYSUT Local or Retiree Council #

Professional Staff Congress

Local or Retiree Council Name

Local 2334

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