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

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

GOALS
- Ensure dignity at work
- Preventing disrespect
- Contract language that prohibits workplace bullying
- Adoption of community norms and practices
- Build culture of support

MISSION
- Eliminating or eradicating workplace bullying
- Raising awareness and education
- Passing legislation

VISION
- 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.

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

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

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.”

2023 PSC Contract Demand

When We Fight, We Win!

Attend a Bargaining Session
Engage and Participate in the Contract Campaign

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!

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