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## Zoom Housekeeping Items

-  RECORDING OF PRESENTATIONS ONLY
-  ALL PARTICIPANTS WILL REMAIN MUTED, UNLESS SPEAKING.
-  ALL SPEAKERS WILL UNMUTE AND MUTE THEMSELVES.
-  USE THE CHAT TO SHARE USEFUL INFORMATION OR HAVE A TECHNICAL QUESTION.
-  USE THE ZOOM RAISE HAND DURING THE Q & A SESSION TO ASK A QUESTION LIVE

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## Community Norms And Practices

Respect for every person's worth is fundamental - to a university, and particularly to CUNY, which was founded on principles of inclusion. We commit ourselves to nurture a work environment that honors the dignity of all, is respectful and free from discrimination, harassment or bullying; and we therefore, agree to respect each other's differences, and to create a healthy, safe and rewarding environment that nurtures, challenges and supports the community.

In order for our community to function in this way, it is useful for its individual members to make the following commitments:

1. I commit to conduct that is mutually respectful and not discriminatory, harassing, bullying or threatening.
2. I take responsibility for my actions and my personal perspectives, recognizing that there may be disagreements with another's.
3. I will respect everyone's contributions and honor the roles and responsibilities of all members through my words and actions.
4. I will be mindful and reflect on how I might be using or misusing my power and privilege in my interactions.
5. I will intend to be inclusive and support others with the same respect and compassion that I want for myself.
6. I am willing to be an active ally (upstander) by speaking, intervening, or acting on behalf of a person being attacked or bullied.
7. I will seek to understand others and assume best intentions in all interaction.
8. I will seek to understand other perspectives and avoid making assumption.
9. I commit to listen actively and with compassion at the workplace and in all union meetings.

<https://psc-cuny.org/about-us/psc-community-norms-and-practices/>



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**SPEAKER BIO.** Professor Sheridan Abraham is an adjunct Professor of Business and Marketing at York College and a member of the PSC Anti-Bullying Committee. She has researched Workplace Bullying extensively and has presented and been published at conferences proceedings on the topic. She is a certified Emotional Intelligence (EI) practitioner and her goal is to eradicate workplace bullying while helping people cope with the side effects of the phenomenon.

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## Outline and Presentation Goals

- What is workplace bullying, how to recognize it, why does it occur, and its effects.
- Understanding the bullying cycle.
- What do you do when workplace bullying occurs?
- What is the PSC doing to end workplace bullying and how to get involved?

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## What is Workplace Bullying?

Workplace bullying is repeated, unreasonable actions aimed at intimidating, humiliating, degrading or undermining an employee or group of employees. Bullying may create a risk to employee health and safety.

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## What does workplace bullying involve?

Workplace bullying often involves abuse or misuse of power. Bullying behavior creates feelings of defenselessness and injustice in the target and undermines an individual's right to dignity at work.

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## What Does Bullying Look Like?



- Quiet
  - Spread misinformation
  - Share information inappropriately
  - Use nonverbal intimidation
  - Make veiled threats
  - Lies about past statements or move the goal line
  - Provide too much or not enough work
  - Withhold resources
  - Faint Praise
- Loud
  - Yell
  - Publicly criticize
  - Find fault constantly
  - Publicly humiliate
  - Physically threaten or intimidate
  - Over supervise
  - Mock and demean
  - Constant attention to shortcomings

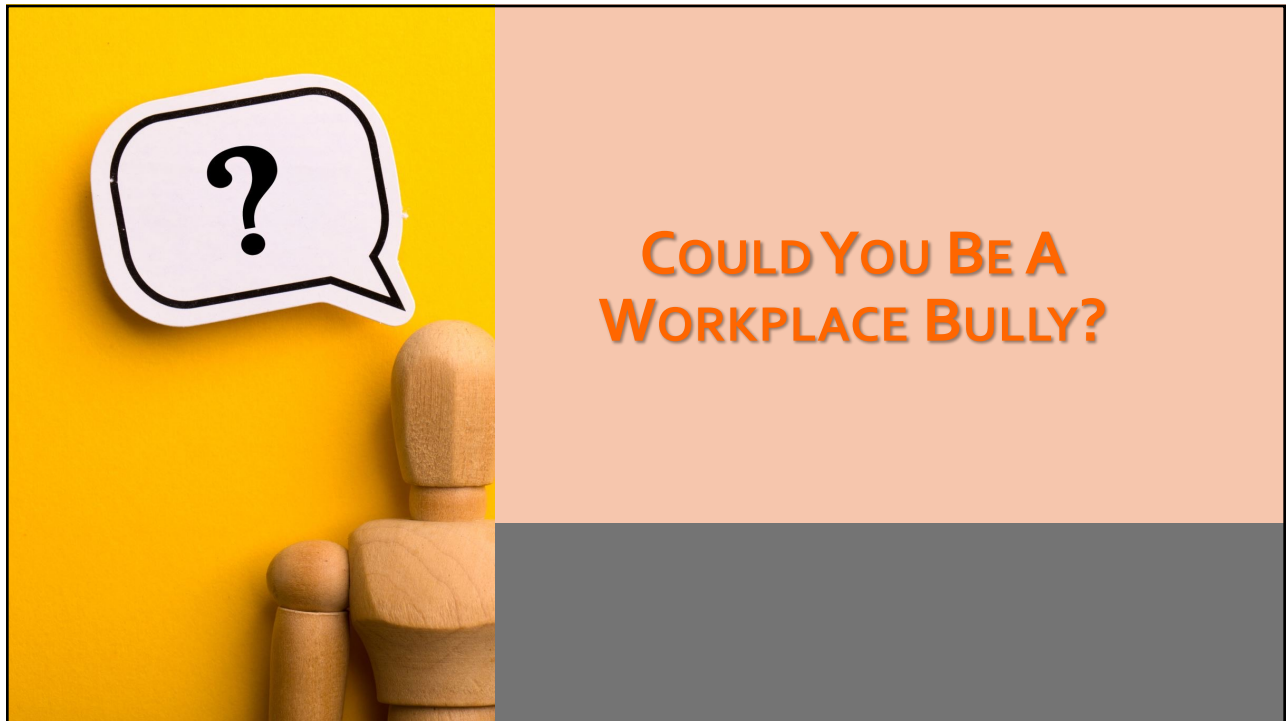
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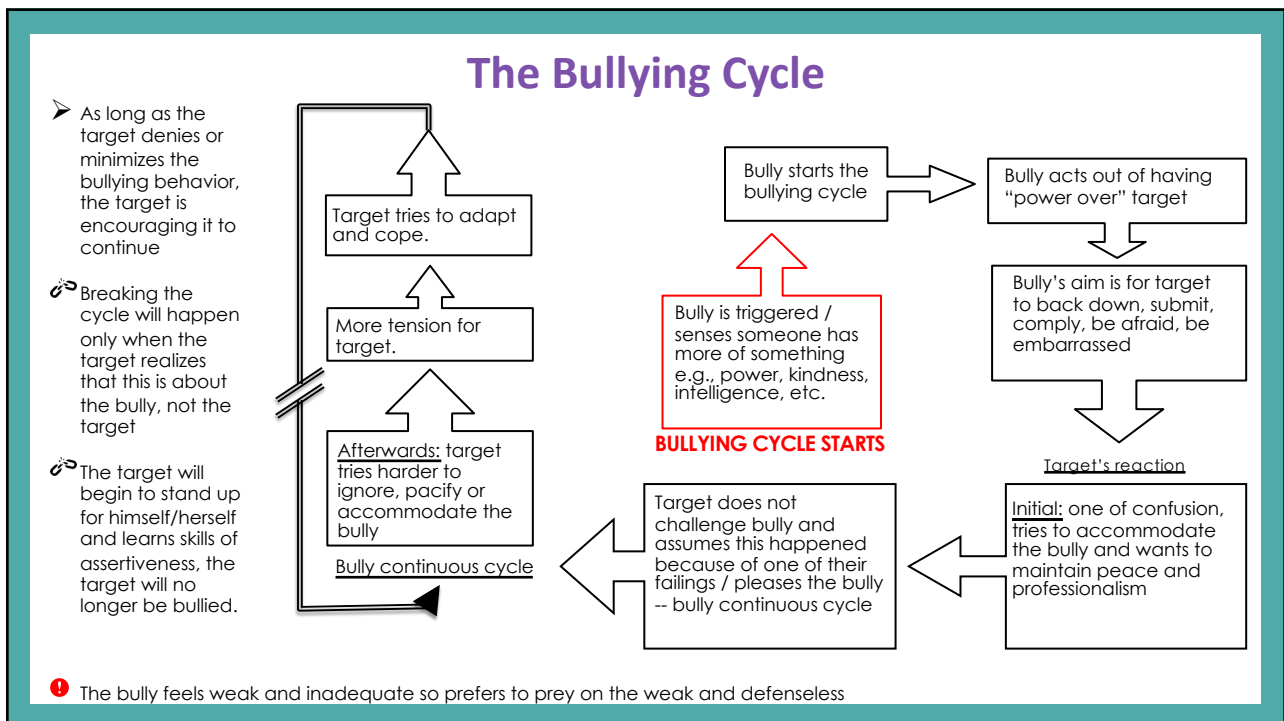
## Types of Workplace Bullies

- The Stress Bully
- The Political Bully
- The "Old School" Bully
- The Organizational Bully
- The Privileged Bully
- The Peer Bully
- Mobbing or Group Bullying

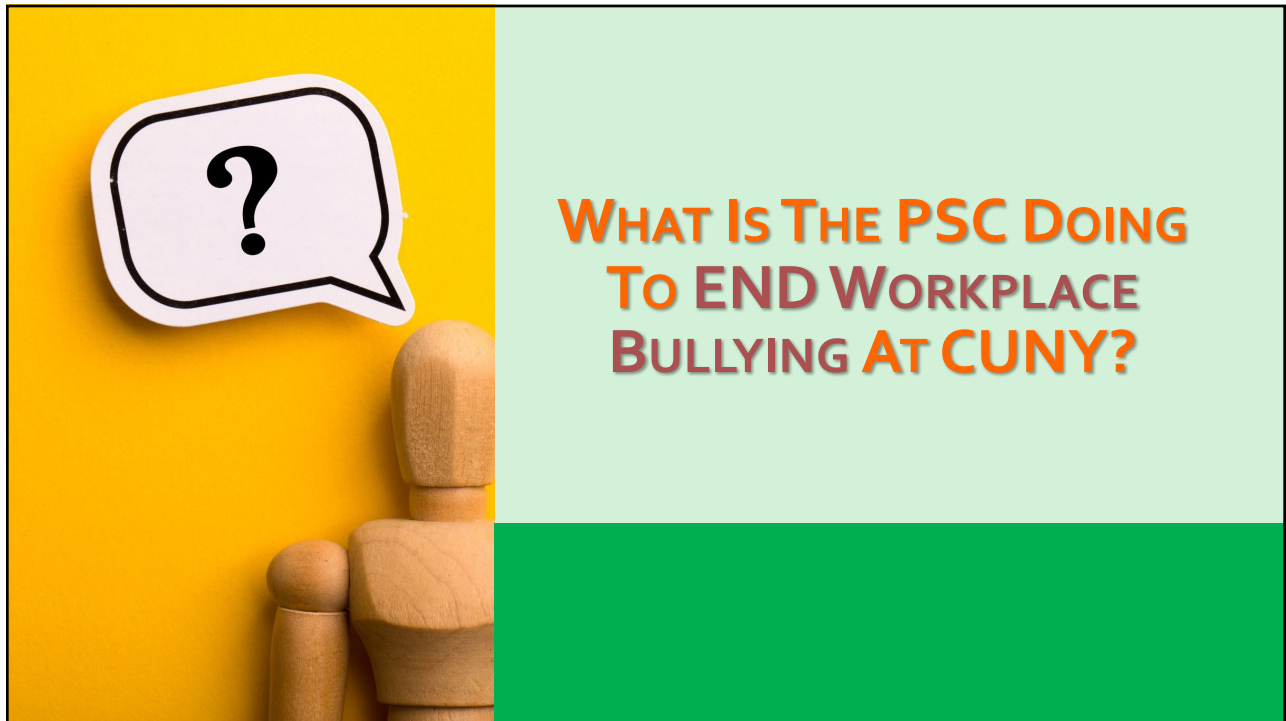
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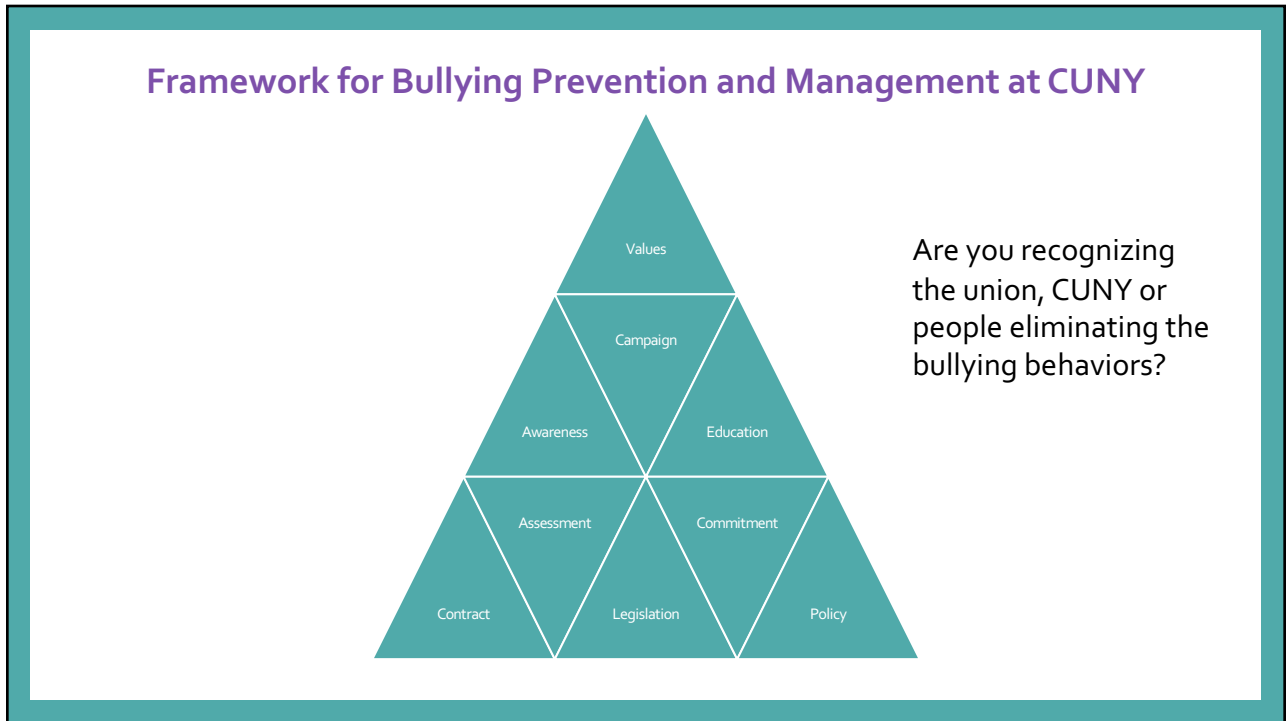
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**Bullying & Our Union**

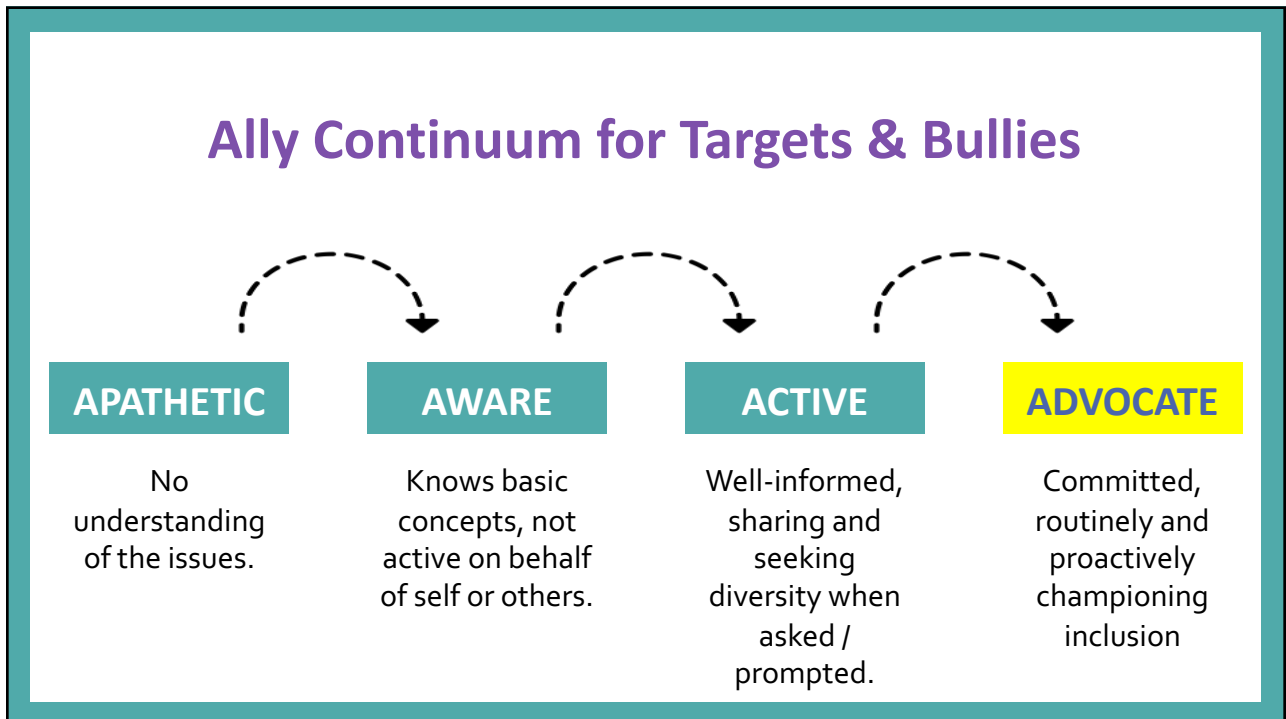
The power of our union is built upon the solidarity of our members. **Member-to-member bullying breaks down the solidarity amongst our members and reduces the power of our union.** Every member of our union has the duty to refrain from bullying or harassing any other member of our union. Ideally, each member of our union shall further take steps to prevent, detect, and eliminate workplace bullying in our workplace, including reporting such bullying and harassment and engaging as an upstander to intervene and end such bullying and harassment they are aware of.

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## How Can You Advocate To Stop Workplace Bullying?

- Prevention starts with you.
- Model and support ethical, respectful behavior in your everyday interactions by treating people with dignity, respect and compassion.
- Communicate assertively.
- Examine the situation, evaluate your options and make appropriate decisions.
- Actively participate in trainings.
- Develop a universal policy and culture change to treat all with dignity and respect.

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## CUNY Board of Trustees Public Hearing

- Monday, April 1, 2024 @ 4:30 PM
- Location: New York City College of Technology  
The Theater at City Tech  
275 Jay Street Brooklyn, NY 11201
- Persons wishing to speak are asked to please notify the Office of the Secretary via email at [hearings@cuny.edu](mailto:hearings@cuny.edu) and [fclark@pscmail.org](mailto:fclark@pscmail.org) prior to noon on Friday, March 29, 2024. Include your title and campus/worksite.
- Speakers will be limited to three (3) minutes.
- Written statements are recommended. Statements may be any length and submitted to <https://www.dropbox.com/request/vHU7OidoW0VNXSn4c6R8>

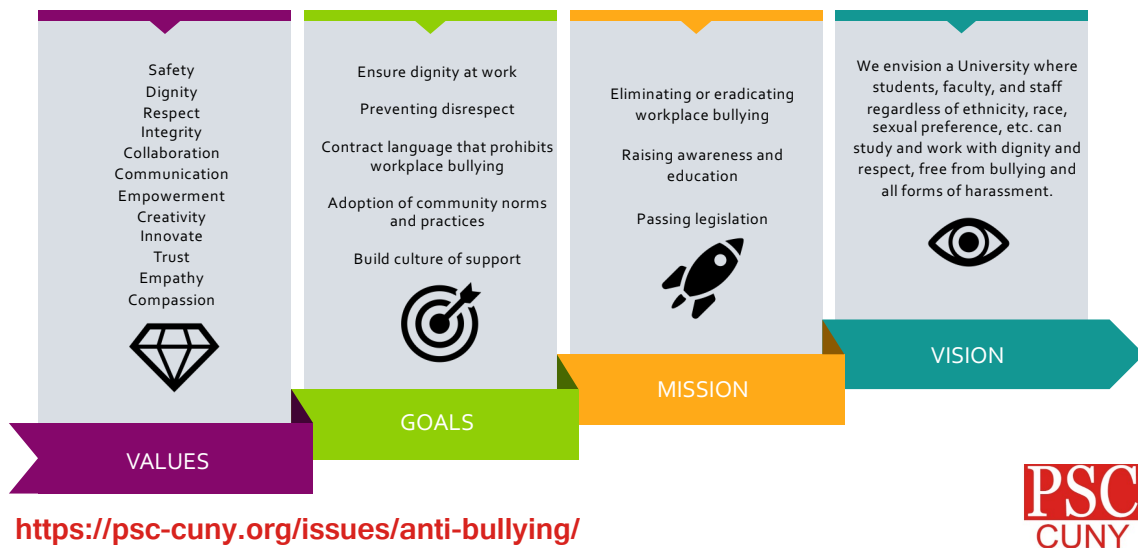
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## How to tell your story in 3 minutes!

1. **Introduction** – who you are
2. **Legitimization** – why your testimony is well informed  
(years of experience, role at CUNY, relevant expertise)
3. **Problem** – going from the general to the specific
  - a. Good to speak about how students are impacted.
  - b. Make it personal, about you, your college, our department, or office.
4. **Solution** – what we want to happen
5. **Action**
  - a. What specifically CUNY should do

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## PSC Anti-Bullying Campaign



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*Advocate!* *Advocate!* *Advocate!*

Join us on April 1 at the  
CUNY Board of Trustees  
Hearing • 4:30 PM • CityTech

*Advocate!* *Advocate!* *Advocate!*

Who will share your workplace bullying experience?

*Advocate!* *Advocate!*

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