

No matter what...

You have every right to *respect!*

You don't have to put up with discrimination, harassment or bullying at work. No one – not a manager or a colleague – has the right to take away your dignity. If it's happening to you, we want to help you put an end to it.

Discriminatory and abusive behaviour ranges from verbal or physical abuse to systematically ignoring or silencing a person or group. It is an illegitimate way of exerting power over another person or group.

Harassment is discriminatory if it's based on the victim's race, gender, ability, age, religion, sexual orientation, marital or parental status, national origin, political affiliation, and/or activity in the union. If it's a case of discriminatory or sexual harassment, the Corporation must investigate all formal complaints. (See the CBC harassment policy at http://intranet.cbc-radio-canada/policies_en/hr/harassment.htm). As well, a complaint can be made under the Canadian Human Rights Act. (For more information, go to http://www.chrc-ccdp.ca/default-en.asp?lang_update=1). The Guild will support and assist members in making formal complaints.

If it's a case of bullying – and there is no obvious discrimination – there is a new way of dealing with it at the CBC. An employee who is

being bullied should first try to discuss the issue with the bully. If that is not possible or successful, take it up with your immediate manager or supervisor or, if they are the problem, their immediate manager. If a solution is not found, a formal complaint can be filed with the Guild and/or Human Resources. HR will investigate the complaint and, if it is found to be valid, try for a mediated resolution between the two employees. HR will also recommend remedial action, such as training or counselling, changes to the work environment, an apology, discipline and/or a transfer of either party to a new location.

The Guild also has a policy to address conflicts between members when they arise. For more information on that, visit <http://www.cmg.ca/cmgpoliciesconflict.html>.

If you are not ready to make a formal complaint but you want to talk it over, the Guild is here for you. We are committed to helping create a healthy, safe and respectful workplace for everyone. Two of your colleagues serve as directors of human rights/equity on the Guild's national executive and on the CBC branch executive. They are working to put an end to discrimination in the workplace and in the union. To get in touch with them, or with a Guild staff representative, call the national Guild office at 1-800-465-4149 or 416-591-5333.

Our collective agreement says that the CBC and the Guild “recognize the inherent right of every employee to work in an environment characterized by mutual respect, dignity, fairness and well-being. The parties affirm their opposition to all forms of discrimination against, and harassment of, employees.” (Article 1.2)

The CBC and the Guild “recognize the need to foster greater diversity in the workplace and in our programming. This includes the need for and encouragement of greater awareness and acceptance of diversity in the workplace and pro-active initiatives to promote and support diversity.” (Article 9.1)

Our rights. We deserve them!



Canadian Media Guild
www.cmg.ca

NOTE: the above information is intended to assist members in understanding their collective agreement. It is not intended to serve as an interpretive document. Please refer to the collective agreement for the actual language.