



HUMAN RIGHTS EDUCATION: **Harassment and Bullying**

Its presence is troubling
in a profession that
stands for caring



Did you know?

“Harassment and Bullying” is one of ONA’s most commonly requested workshops

Although bullying is not unique to nursing, its presence is particularly

troubling in a profession that stands for caring.

Studies indicate that bullying is widespread in nursing. The familiar phrase “nurses eat their young” represents one facet of the problem. New graduates may be an often-targeted group, but they are no means the only victims of bullying. Other common victims include nurses who

receive a promotion or an educational opportunity that others feel is undeserved and nurses who are seen to not “fit in.”

Member education is key to eliminate bullying in our members’ workplaces.

Harassment and Bullying workshop options

The “Harassment and Bullying” workshop is available in a number of formats, including a full-day session, half-day session, half-day video conference and shorter lectures.

The learning outcomes vary depending on the length of the

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A MESSAGE FROM ONA’S VICE-PRESIDENT, HUMAN RIGHTS AND EQUITY

ONA has launched a Network for Human Rights and Equity Representatives!



ANDY SUMMERS

The Network

Our first teleconnect on March 31, 2011 addressed violence in the workplace, and was a great success, with 53 call-in lines in use

on the day, some with a number of members listening in.

The Network will have a series of teleconnects over the course of the

year dedicated to key issues in your workplace.

The format includes an education session followed by a Question and Answer (Q&A) period for participants to raise specific issues. Related materials will be posted on the website for your reference.

I encourage everyone to participate in the network as we build a strong base for representation in the area of human rights and equity.

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Equity is for everyone: let's get to work

This call to action is the theme of a new pamphlet published by the Canadian Federation of Nurses Unions (CFNU) entitled "Building Diversity and Supporting Equity in our Union."

CFNU affirms the importance and the value of diversity in the labour movement. Diversity refers to the current ethnic and cultural composition of the Canadian workforce in our union structures. At the same time, there is a need for greater equity in our unions, including more democratic access to power and opportunity. Equity is about taking down barriers to participation and promoting a more representative union.

The pamphlet includes the following statement by Andy Summers, ONA Vice-President, Human Rights and Equity, stressing the importance of respect around difference and identity: "We need to be sensitive of the impact of our comments and our actions, and speak out about hurtful stereotypes and prejudices"

CFNU's call to action identifies a number of areas where we can make our unions stronger.

How well does ONA measure up? Very well!

We have a provincial human rights and equity team with representation from five designated groups to represent the diversity in our Union.

Equity caucuses and human rights education are part of every Biennial Convention and the November Provincial Coordinators Meeting.

Members who attend the

"We need to be sensitive of the impact of our comments and our actions, and speak out about hurtful stereotypes and prejudices" —Andy Summers

caucuses have e-mail groups linking them with their equity group representative.

We have a Leadership Development Program for women from under-represented groups.

And most recently, we have launched a network of Human Rights and Equity Representatives.

ONA participates in broader community events like LGBT Pride Parades

to enhance visibility and be engaged in communities.

And, finally, we participate in broader labour movement equity committees like the Canadian Labour Congress (CLC) and the Ontario Federation of Labour (OFL).

ONA has met the call to action in all areas and will continue to meet the call as a leader in human rights and equity.

To view or

download the CFNU pamphlet and to find helpful information about starting a Human Rights and Diversity Committee in your workplace, please visit: <http://www.nursesunions.ca/presentation-brief/building-diversity-supporting-equity-in-our-union> ■



Message from Andy Summers

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Equity Team news

Three new members have joined the Provincial Human Rights and Equity Team for the January 2011 – December 2012 term. I wish to extend a warm welcome to:

Karen Accettola – Members of Aboriginal Descent Representative, Bargaining Unit President, Guelph General Hospital, Local 25, Region 4

Marie-Jeanne Begin – Francophone Members Representative, Bruyere Continuing Care, Ottawa, Local 84, Region 2

Archna Patel – Racialized Members Representative, Humber River Regional Hospital, Toronto, Local 68, Region 3

Our new members join the existing team of:

Robin Fern – LGBT Members Representative, St. Michael's Hospital, Toronto, Local 96, Region 3

Charlene Schiffer – Members with Disabilities Representative, St. Joseph's Care Group, Thunder Bay, Local 14, Region 1

Andy Summers – Vice-President, Region 3, Human Rights and Equity Portfolio

I wish to thank departing team members **Usha Aurora, Eric Drouin and Pamela Mancuso** for their outstanding contributions over the last two years.

In this edition you'll find a Q&A on gender-based harassment. This form of harassment is the subject of a new policy issued by the Human Rights Commission covering employment, housing and education in Ontario. Our FAQ focuses on the workplace and introduces you to the basic concepts and legal protections for ONA members. ■

Andy Summers, ONA Vice-President, Human Rights and Equity Team

We want to hear from you!

What's going on at your Bargaining Unit or Local? How can we provide support or assistance? Please contact asummers@ona.org

Harassment and Bullying



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workshop. The full-day program will teach participants to:

- Distinguish between harassment that falls under the Ontario Human Rights Code and Non-Code harassment that falls under the collective agreement (i.e. bullying, mobbing).
- Recognize the prevalence of bullying in nursing and its effects.
- Identify tactics used to bully union representatives.
- Address various approaches to bullying.

- Understand how the Union can support members experiencing harassment.
- Evaluate case law regarding harassment issues.

Who will benefit from these workshops?

Members from the following groups are encouraged to attend this workshop:

- Human Rights and Equity Representatives.
- ONA Representatives.

- Front-line ONA members.

You will find more information about this workshop and other human rights workshops on the ONA website. Please talk with your Local Coordinator or Bargaining Unit President to express your interest in attending any of these sessions.

ONA will consider requests to provide this workshop to employers for their manager groups. Arrangements can be made by contacting ONA's Provincial Education Coordination Team (PECT) Prime. ■

Contact the Human Rights and Equity Team at: asummers@ona.org or call ONA toll-free at 1-800-387-5580 or 416-964-1979, press 0 and follow operator prompts to access voicemail boxes 7768 or Andy Summers 7754.

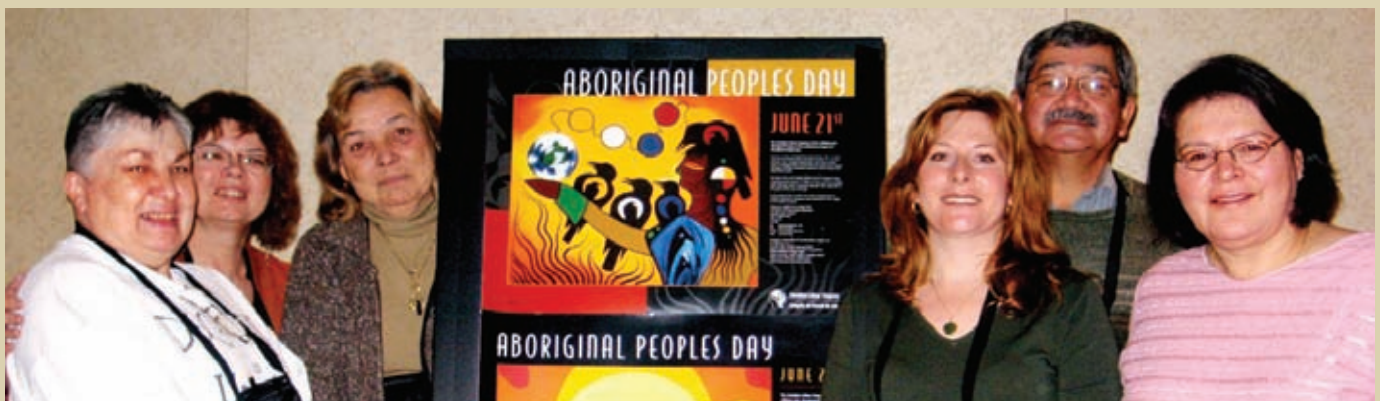
SAVE THE DATE!



2011 Human Rights and Equity Caucus November 8, 2011, Toronto

For more information:

- Ask your Local representative for details
- Contact the Human Rights and Equity Team at asummers@ona.org
- Go to www.ona.org



Q&A

Gender-Based Harassment

What is gender-based harassment?

Gender-based harassment is any persistent unwanted behaviour that reinforces traditional heterosexual gender norms. It is considered to be a type of sexual harassment.

Unlike some other forms of sexual harassment, gender-based harassment is not generally motivated by *sexual interest*. It is more often based on *hostility* and is often an attempt to make the targeted individual feel unwelcome in their environment. It is often used to get people to follow traditional sex stereotypes, i.e. dominant males, subservient females. It is also used as a bullying tactic, often between members of the same sex.

Harassing behaviours may include comments or conduct that relate to a person failing to conform to traditional gender stereotypes. In some cases, gender-based harassment may look the same as harassment based on sexual orientation, or homophobic bullying.

What are some examples in the workplace?

Examples are:

- A group of employees make comments about a co-worker's physical characteristics and mannerisms because these don't conform with sex-role stereotypes.
- A male physician continuously interrupts a female nurse when she is speaking and makes comments about her physical appearance in a manner that distinguishes her from her male co-workers.

- A group of employees repeatedly make a transgendered male co-worker the brunt of practical jokes and refer to him as a "freak."
- A male employee is mocked and subjected to harassment for refusing to engage in sexual conversations with other co-workers and refusing to use foul language.

What legal protections apply?

Gender-based harassment is a form of sexual harassment, which is prohibited in the workplace under the Ontario Human Rights Code and ONA collective agreements.

Harassment means *engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome*.

ONA will consider filing a grievance if there is a pattern of conduct or comment that targets an ONA member. In some cases, one incident could be serious enough to warrant filing a grievance.

ONA encourages its members to seek union support and then to make a complaint under the employer's anti-harassment policy before filing a grievance.

What should be included in an employer's anti-harassment policy?

An employer's anti-harassment policy should include definitions of sexual harassment and gender-based harassment and provide examples of both.

The policy should alert all parties to their rights, roles and responsibilities.

The policy must clearly set out how the harassment will be dealt with promptly and efficiently.

All staff and management should know about the anti-sexual harassment policy and the steps in place for resolving complaints. The employer should:

- Provide copies of the policies to everyone as soon as they are introduced or revised.
- Include the policies in orientation material.
- Provide training and education about the policies and behaviour that constitutes harassment.

Developing a comprehensive anti-harassment policy and ensuring that employees are well-trained regarding the policy are ways in which employers can promote a harassment-free workplace.

If you have concerns about gaps in your employer's policy, please contact your Labour Relations Officer (LRO).

Where can I get more information about gender-based harassment?

The Ontario Human Rights Commission has recently issued a comprehensive policy on sexual and gender-based harassment which is available on its web site at: <http://www.ohrc.on.ca/en/resources/Policies/PolicySexHarrCommentsENG/pdf>

Please direct any questions you have to your Bargaining Unit representatives, the ONA website at www.ona.org, and if necessary your LRO. ■