

- Your rights as a student are different from your rights as a worker. Please contact your Union and we can provide assistance

- If you allege that you have been subjected to any form of harassment, you may request that your employment duties be adjusted and the Employer will make arrangements to adjust employment duties or take other action(s) to limit, or where reasonably possible to end, employment contact with the alleged harasser. You will not lose any wages, rights, or benefits as a result of this arrangement



Where can I get more information?

More detailed information can be found in your Collective Agreement.

- » For **TAs and RAs (in lieu of TAs) (Unit 1)** see **Article 6:** <https://cupe3906.org/tas-unit-1/collective-agreement/>
- » For **Sessional Faculty and Hourly Rated Sessional Music Faculty (Unit 2)** see **Article 6:** <https://cupe3906.org/sessionals-unit-2/collective-agreement-unit-2/>
- » For **Postdoctoral Fellows (Unit 3)** see **Article 6:** <https://cupe3906.org/postdocs-unit-3/collective-agreement-unit-3-2/>

You may also wish to consult McMaster University's **Discrimination and Harassment Prevention and Response Policy**, the **Violence in the Workplace Policy**, and the **Sexual Violence Policy:** <https://hr.mcmaster.ca/resources/employment-related-policies-directives-procedures/>

Don't forget! You can always contact your Union with questions. Contact staff@cupe3906.org, or visit <http://cupe3906.org>

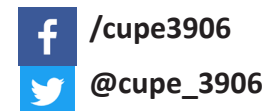
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Units 1, 2, and 3

Harassment and Discrimination

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You have the right to a respectful workplace that is free from discrimination, sexual harassment, and workplace harassment.

What is Harassment?

- **Harassment means** engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.
- **Sexual harassment means** engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome.
- **Sexual harassment also means** making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant, or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

- A single incident and/or conduct online may constitute workplace harassment or sexual harassment.
- Reprisals, retaliation, or threats of reprisals against any employee for pursuing your rights are prohibited.

What is Discrimination?

The following are “protected grounds” or reasons for which there shall be no discrimination, interference, harassment (including sexual harassment), intimidation, or coercion exercised or against you:

- » age;
- » race or colour;
- » creed/religion;
- » nationality, citizenship, place of origin, or ancestry;
- » union membership, political belief or affiliation, or academic orientation or school of thought;
- » receipt of public assistance;
- » sex, gender, sexual orientation, same sex partnership status, transition status, gender expression, and gender identity;
- » marital status or family status;
- » record of offences;
- » or any ground prohibited by the Ontario Human Rights Code, R.S.O. 1990, c.H-19, as amended
See: <http://www.ohrc.on.ca/en/ontario-human-rights-code>

I feel that I have been harassed or discriminated against. What now?

You have a variety of options to consider that reflect your comfort level. You can pursue one or more of the following:

- » take direct action by informing the individual who is the source of the behaviour that it is unwelcome and unwanted, and request that the individual stop the behaviour, and by documenting the events including the date, time, location, witnesses, and details;
- » consult with 1 of the four (4) Intake Offices that administers the Discrimination and Harassment Policy, and the Sexual Violence Policy: Employee/Labour Relations, Equity and Inclusion Office, Student Support & Case Management Office, and the Faculty of Health Sciences Professionalism Office;
- » seek assistance from their Dean, Chair, Supervisor, or an Intake Office in addressing the issue through an informal resolution process;
- » initiate a formal complaint under the applicable Policy with one of the Intake Offices, or file a grievance under Article 10 with the assistance of your Union Representative;
- » file a complaint with the Ontario Human Rights Tribunal;
- » consult with your Union Representative or CUPE’s Equity Action Officer and seek assistance in addressing the issue.
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