



LOCAL 80

**HUMAN RIGHTS AND EQUITY
COMMITTEE**

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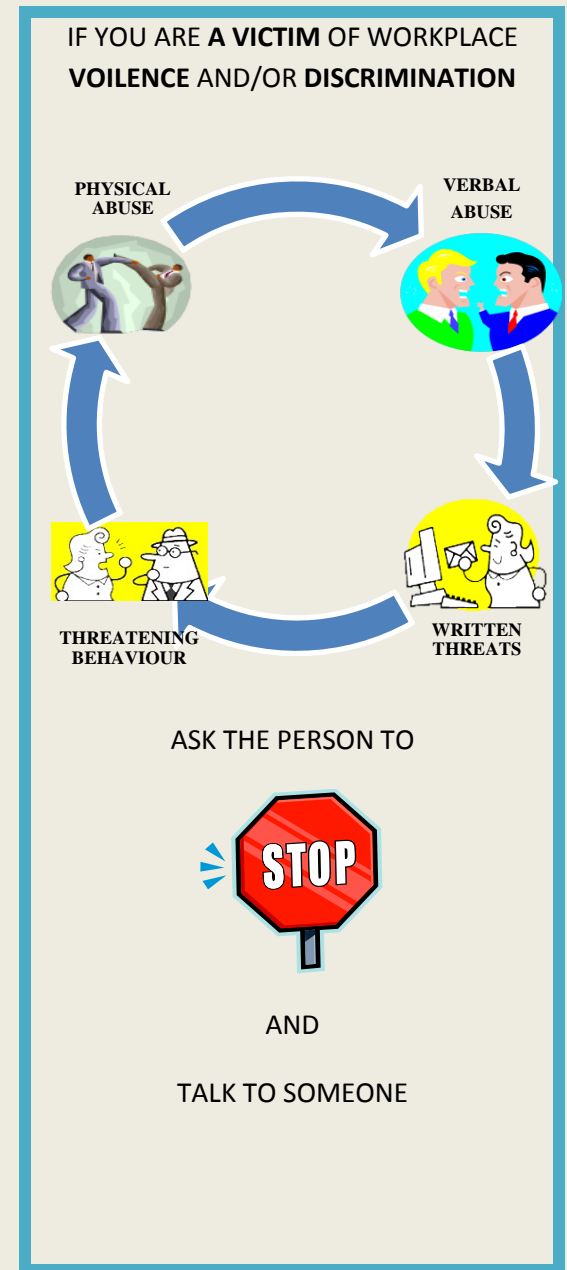
Contact Information

Sunnybrook Health Science
Centre

(Bayview, St John's Rehab &
Holland Sites)

Phone: (416) 480-4597

Fax: (416) 480-6867



WORKPLACE VIOLENCE

Any act in which a person is **abused, threatened, intimidated** or **assaulted** in his/her place of employment

Examples:

- Violent hand gestures
- Destruction of property
- Throwing of objects
- Any expression of intent to inflict harm
- Physical attacks = hitting, shoving, pushing, kicking
- Verbal abuse = swearing, insults, condescending language
- Harassment = behaviours that demean, embarrass, humiliate or annoy



BULLYING

Workplace bullying constitutes persistent behaviours that are (offensive, insulting, intimidating, humiliating or abusive)

Examples:

- Excessive criticism
- Unfair assignment
- Exclusion/lack of support
- Verbal/written insults
- Unnecessary reprimanding
- Excessive monitoring

Some effect of Bullying:

- Low self-esteem/insecurity
- Anxiety/depression/suicide
- Increased stress levels
- Chronic fatigue/illness

Some effects to Employer/Organization:

- Increased absenteeism
- High employee turnover
- Low morale
- Low productivity
- Rehiring/retraining costs

SOME TIPS FOR YOU!

- Tell abuser to stop unwanted acts/behaviours
- Seek assistance from manager, supervisor or colleagues
- If in immediate danger, dial **5555**
- Contact ONA
- Please review the Harassment, Discrimination and Violence Policy
- Fill out e-safety report **ASAP**, which includes names, dates, times and witness(if available)
- Speak up and...

