



UCTE - UCET

UNION OF CANADIAN TRANSPORTATION EMPLOYEES
UNION CANADIENNE DES EMPLOYÉS DES TRANSPORTS

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HARASSMENT

If you think you are experiencing harassment at work please contact your local or go to our website for more information ucte-ucet.ca

DO YOU THINK YOU ARE BEING HARASSED?

There are several definitions of harassment but it's generally defined as:

Any conduct, action or comment that can reasonably be expected to cause offense or harm. It includes sexual harassment and harassment based on the prohibited grounds in Human Rights Legislation.*

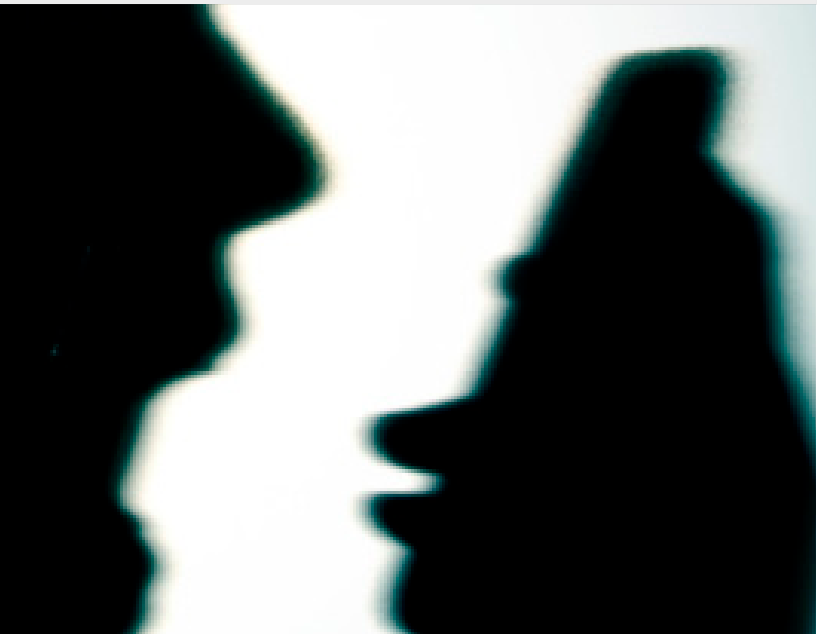
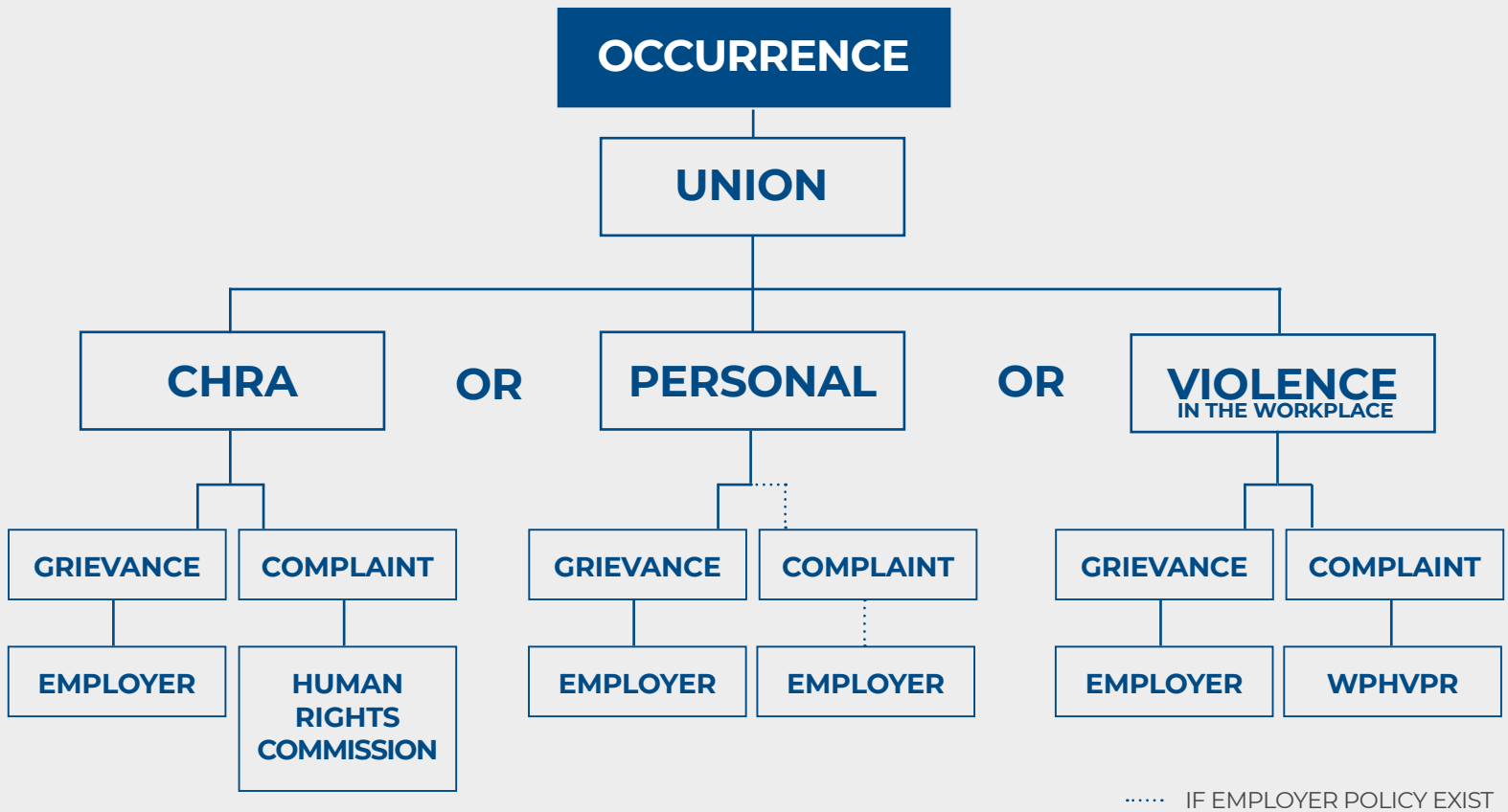
Harassment usually involves a series incidents or behaviors that persist over time. However, depending on its severity, a one-time incident can constitute harassment.

*Federally regulated workplaces see definition of harassment and violence in Part II of the Canada Labour Code



RESOLVING HARASSMENT - THE PROCESS

This is a quick reference on the process. It is important to contact your union for assistance.



It's important to note that when filing a grievance on harassment, applicable timelines as outlined in your collective agreements must be followed.

We remind you that the information provided is of a general nature. You should always consult your local union representative or regional vice-president for guidance with filing complaints or grievances.

GRIEVANCE: A formal process which will normally require the union's participation.

COMPLAINT: Either a formal or an informal process. The union's participation will not usually be recognized by the employer unless the complainant specifically asks for it.

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