

DID YOU KNOW THAT...

WHAT IS PSYCHOLOGICAL HARASSMENT?

Psychological harassment in the workplace is any vexatious behavior in the form of repeated conduct, verbal comments, actions or gestures:

- which are hostile or unwanted;
- which affect an employee's dignity or psychological or physical integrity;
- which result in a harmful work environment.

A single serious incidence of such behavior that has a lasting harmful effect on an employee may also constitute psychological harassment.

WITH RESPECT TO PSYCHOLOGICAL HARASSMENT

The College and the Union recognize that violence and psychological harassment are wrongful acts and shall strive to prevent such acts in the workplace. (clause 2-8.01)

The College and the Union shall also work together to prevent situations of violence and psychological harassment in the workplace. (clause 2-8.02)

WHAT ARE THE OBLIGATIONS OF THE COLLEGE?

The College is required to provide employees with a work environment free of psychological harassment. But this is only an obligation of means, not of results. Having said this, the College must:

- take reasonable measures to prevent psychological harassment;
- take action to put a stop to any psychological harassment that they become aware of by applying appropriate measures, including sanctions if necessary.

ADVISORY COMMITTEE ON PSYCHOLOGICAL HARASSMENT

The collective agreement states that an advisory committee may be formed, made up of representatives of the College, of support staff and, if desired, representatives of each of the other categories of personnel and students.

This committee's mandate shall be to make recommendations on the development of a policy to counter violence and psychological harassment, consisting of prevention mechanisms and complaint procedures. The committee itself, however, shall not handle complaints arising from violence or psychological harassment. (clause 2-8.03)

COLLEGE POLICY ON PSYCHOLOGICAL HARASSMENT

“The employer must adopt management practices that make it possible to prevent psychological harassment situations. He must put in place, in his enterprise, a known and effective in-house procedure that will allow him to be informed of these situations and to inform all of his employees. This procedure must also make it possible to deal objectively and promptly with these situations when they arise, in order to put a stop to them.”¹

Ask your Union whether or not the College has adopted a policy on psychological harassment.

WHAT SHOULD I DO IF I BELIEVE THAT I AM A VICTIM OF PSYCHOLOGICAL HARASSMENT?

- Record all incidents of unwanted conduct, verbal comments or gestures in a **diary** indicating the dates of the events, where they took place and the names of any persons who may have witnessed the event.
- If you believe you are a victim of psychological harassment, contact your Union.

THREATS, COERCION OR DISCRIMINATION

Do not be afraid to speak out if you believe you are a victim of psychological harassment.

The College and the Union or their respective representatives agree not to use threats, coercion or discrimination against any employee for exercising a right granted by **the collective agreement or by law**.
(clause 2-6.01)

Other Information Capsules or Application Guides can be found on the FPSES website under the tab “**Guides d’interprétation**”. This will answer many of your questions.

Feel free to contact your local union for further information or to suggest new topics.



¹ Source: Labour Standards Commission (www.cnt.gouv.qc.ca/en/home/index.html)