



Service Employees	ESPIA Committee
International Union	<i>Resolution 4</i>
Local 503,	2022 Committee Recommendations:
Oregon Public	<input type="checkbox"/> Do Pass <input checked="" type="checkbox"/> Pass as Amended
Employees Union	<input type="checkbox"/> Do Not Pass

Anti-Bullying and Anti-Harassment

1 **Subject:** Anti-Bullying and Anti-Harassment

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4 **Submitted by:** SEIU Local 503 Board of Directors

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6 **WHEREAS**, in order to protect the rights and dignity of all workers & centering those historically
7 overlooked by white unions, a true commitment to stopping workplace bullying, harassment and
8 discrimination must be part of the Union's "safe workplace" initiative

9 **WHEREAS**, we have committed as an organization to be anti-racist, anti-Black racism, and anti-
10 discrimination

11 **WHEREAS**, the labor movement won't succeed if we don't take on dismantling structural—including in
12 the workplace--- anti-Black racism, ableism, misogynoir (or sexism directed at Black women), sexism,
13 homophobia, transphobia, discrimination based on actual or perceived race, color, religion, gender,
14 gender identity, gender expression, national origin, age, sexual orientation, **disability**, family structure,
15 body type/size, marital status, and educational level.

16 **WHEREAS**, since the 2018 General Council passed a resolution to address anti-bullying and anti-
17 harassment, members continue to experience bullying and sexist, racist, homophobic, transphobic, and
18 ableist harassment in their workplaces.

19 **WHEREAS**, the 2022 General Council is an opportunity to renew and update the expired 2018 General
20 Council resolution addressing anti-bullying and anti-harassment.

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22 **BE IT RESOLVED BY THE GENERAL COUNCIL OF SEIU LOCAL 503, OPEU**

23 THAT TOGETHER WE RISE, SEIU 503 AND ITS MEMBERSHIP, with other unions, allies, business and
24 community organizations will advocate and advance to prevent workplace bullying and harassment--
25 centering those historically overlooked by the labor movement-- via recommendations, including but
26 not limited to the following:

- 27 1. That SEIU 503 AND ITS MEMBERS will lead the way to work at being the first state to introduce
28 and pass Anti-Bullying legislation, with legislators working with union leadership to re-introduce
29 and pass strong and enforceable legislation that will hold public and private organizations
30 accountable to existing OSHA and EEOC legislation and new legislation with transparent,
31 accountable and enforceable mechanisms to address workplace harassment and bullying and
32 other abusive and discriminatory practices in the workplace environment. Legislation may

- 33 include legal recourse for employees who have been harmed psychologically, physically, or
34 economically by being deliberately subjected to abusive work environments;
- 35 2. That SEIU 503 AND ITS MEMBERS will stridently continue to organize against anti-Blackness,
36 misogynoir (sexism directed at Black women), ableism, sexism, homophobia, transphobia, anti-
37 Indigenous and any discrimination based on actual or perceived race, color, religion, gender,
38 gender identity, gender expression, national origin, age, sexual orientation, **disability**, family
39 structure, body type/size, marital status, educational level in the workplace; and
- 40 3. That the Bureau of Labor and Industries Commission (BOLI) establishes a transparent and
41 accountable tracking and annual or bi-annual reporting mechanism or system of employer and
42 employee workplace harassment incidents via formal grievances, investigations, outcomes and
43 corrective measures.
- 44 4. **That SEIU and its members investigate and educate sub-locals on labor contracts that have been**
45 **enacted to address micro-aggressions.**
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47 **BE IT FURTHER RESOLVED:** THAT SEIU 503, leaders and represented members will work with local, city,
48 and state governance, community allies, and employers to ensure that there are accountability systems
49 for tracking and reporting, with benchmarking goals:

- 50 1. That employers have organizational cultures in which harassment is not tolerated, and in which
51 respect and civility are promoted:
- 52 a. With regular organization-wide climate/culture assessment of all their workplaces for
53 the risk factors associated with bullying and harassment;
- 54 b. exploring ideas for minimizing those risks; and
- 55 c. communicating widely and modeling a consistent commitment to accountable
56 benchmarked and measurable goals.
- 57 2. That Employers devote sufficient resources to bullying and harassment prevention efforts, to:
- 58 a. ensure that such efforts are effective, and to reinforce the credibility of leadership's
59 commitment to creating a workplace free of harassment
- 60 b. establish quantifiable and accountable measures that hold mid-level managers and
61 front-line supervisors accountable for preventing and/or responding to workplace
62 harassment, including through the use of metrics and performance reviews;
- 63 3. That Employers' anti-harassment policies include particular details about:
- 64 a. how to complain of harassment; such that transparent and accountable reporting
65 structures of observed harassment are communicated frequently to employees, in a
66 variety of forms and methods; and
- 67 b. Anti-harassment and anti-Bullying policies should include how employers should be
68 alert for any possibility of retaliation against an employee who reports harassment, and
69 what steps and actions should be taken to ensure that such retaliation does not occur.
- 70 4. That Employers adopt a values-based priority for Dignity and Respect in the Workplace such that
71 there is institution-wide Anti-Bullying, Anti-Harassment, Ally and Bystander Intervention training
72 and other best practice trainings, to empower coworkers and to give workers the tools to
73 intervene when they witness harassing behavior, and other trainings toward harassment
74 prevention.

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5. **BE IT FURTHER RESOLVED**, that workplace harassment and bullying is unacceptable, and that together we rise for healthy, safe, inclusive, respectful workplace cultures and for workplace environments that respect the diversity and dignity of all workers.