

AFGE LOCAL 1406

ANTI-BULLYING POLICY

AFGE Local 1406 supports and promotes positive and respectful interaction among *all Air Force civilians* and is committed to the elimination of all forms of bullying.

Bullying is unwelcome or unreasonable behavior that demeans, intimidates or humiliates people either as individuals or as a group.

Some examples of bullying behavior are:

- Abusive and offensive language
- Insults
- Spreading rumor and innuendo
- Unreasonable criticism
- Isolating people from normal work interaction
- Excessive demands
- Setting impossible deadlines
- Unfairly blaming for mistakes
- Setting people up for failure
- Deliberate exclusion
- Excessive supervision
- Practical jokes
- Belittling or disregarding opinions or suggestions
- Criticizing in public

Context is important in understanding bullying, particularly verbal communication. There is a difference between friendly insults exchanged by long-time work colleagues and comments that are meant to be, or are taken as, demeaning.

People who have been bullied often suffer from a range of stress-related illness. They can lose confidence and withdraw from contact with people outside the workplace as well as at work. Their work performance can suffer, and they are at increased risk of workplace injury.

Besides potential legal liabilities, the employer can also suffer because bullying can lead to:

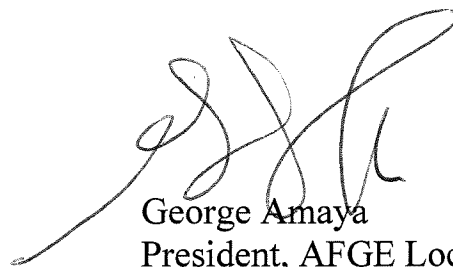
- Deterioration in the quality of work
- Increased absenteeism
- Lack of communication and teamwork
- Lack of confidence in the employer leading to lack of commitment to the job

People who witness bullying behaviors can also have their attitudes and work performance affected. They can suffer from feelings of guilt that they did nothing to stop the bullying, and they can become intimidated and perform less efficiently fearing that they may be the next to be bullied.

The Union encourages all managers and supervisors to:

- Ensure that all employees are aware of anti-bullying policy and procedures
- Ensure that any incident of bullying is dealt with regardless of whether a complaint of bullying has been received
- Provide leadership and role-modeling in appropriate professional behavior
- Respond promptly, sensitively and confidentially to all situations where bullying behavior is observed or alleged to have occurred

Any bullying or improper counseling of Bargaining Unit Employees will be thoroughly investigated by the Union. The Union also encourages respectful interaction among management and supervision. Undue job stress is an illness we cannot afford in the workplace and Bargaining Unit Employees deserve stress-free supervision and management. The Union believes that intimidation and bullying at any level of an organization have a debilitating effect on morale and negatively affect the mission. If you have been a victim of bullying or are a witness to this kind of behavior report it and contact any of the Union stewards or officers on the Local 1406 Stewards list.



George Amaya
President, AFGE Local 1406