

DO BETTER

Safe Workplace

Harassment will not be tolerated in your workplace.

Our public service is the best in the world. You give your best at home and in your community. Every day you challenge yourself to do better.

Isn't it time for your employer to do the same?

We are negotiating for **stronger anti-harassment measures** that impact all Treasury Board groups at the central bargaining table. We are pushing hard to secure the best possible deal before the 2019 federal election.

You deserve a **respectful workplace**.

With 15% of public servants reporting harassment in the 2018 Public Service Employee Survey, it is clear that a safe workplace does not yet exist. Your employer has an obligation to ensure a workplace that is safe for all members.

You deserve a **strong commitment to create a safe workplace**.

Your employer must provide a clear commitment to an inclusive and respectful workplace free from violence, harassment and discrimination. All allegations must be resolved through a timely, confidential, collaborative approach that is free from fear of reprisal.

You deserve **action to prevent harassment**.

Your employer must provide training to staff at all levels on harassment awareness, diversity and inclusion. This training must be co-developed with our union. Each department must develop a harassment education work plan.

You deserve **access to voluntary mediation**.

Your employer must provide the option to resolve complaints informally at any point in the complaint process if both parties consent. Incidents that do not constitute harassment must be referred to this process. Members accessing voluntary mediation must be entitled to union representation.

You deserve **effective harassment investigations**.

Your employer must act when aware of harassment even if there is no complaint. A competent, objective person must be appointed by the employer, with agreement from both parties, to investigate each complaint or incident within 10 days. Members accessing the investigation process must be entitled to union representation.

You deserve a **safe and healthy workplace**.

Sign the Do Better pledge to show that we stand together at pipsc.ca/dobetter.

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We give our best. We deserve your best.

Read PIPSC Central Bargaining Proposals at pipsc.ca/dobetter.



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