

UAW 4123
Article XX
08/12/2021

Article XX: Respectful Work Environment

XX.1 The University and the Union agree that all employees shall work in an environment that fosters mutual respect. The parties agree that all employees should be free from bullying: the intentional intimidation or infliction of emotional distress, characterized by verbal abuse, derogatory remarks, insults and epithets, verbal and physical behavior that a reasonable person would find threatening, intimidating or humiliating; intentional sabotage of an employee's work performance. The parties agree that such inappropriate behavior in the workplace does not further the University's business needs, employee well-being, or productivity. All employees are responsible for contributing to such an environment and are expected to treat others with courtesy and respect.