

#MeToo:

Resources for WFSE/AFSCME members who believe they may face sexual harassment and assault



The #MeToo movement has been a wake-up call to this state and nation about the prevalence of workplace sexual harassment and assault. In the wake of allegations against former legislators and others, Gov. Jay Inslee reiterated a zero-tolerance policy: "Every one of you deserves to work in an inclusive environment and be treated with respect and dignity."



We've put together a number of resources for those who believe they may have experienced sexual harassment, ranging from articles in our contracts, the state Human Rights Commission and more.



Not sure? Contact the WFSE/AFSCME Member Connection Center • 1-833-MCC-WFSE • mcc@wfse.org.

Our contracts

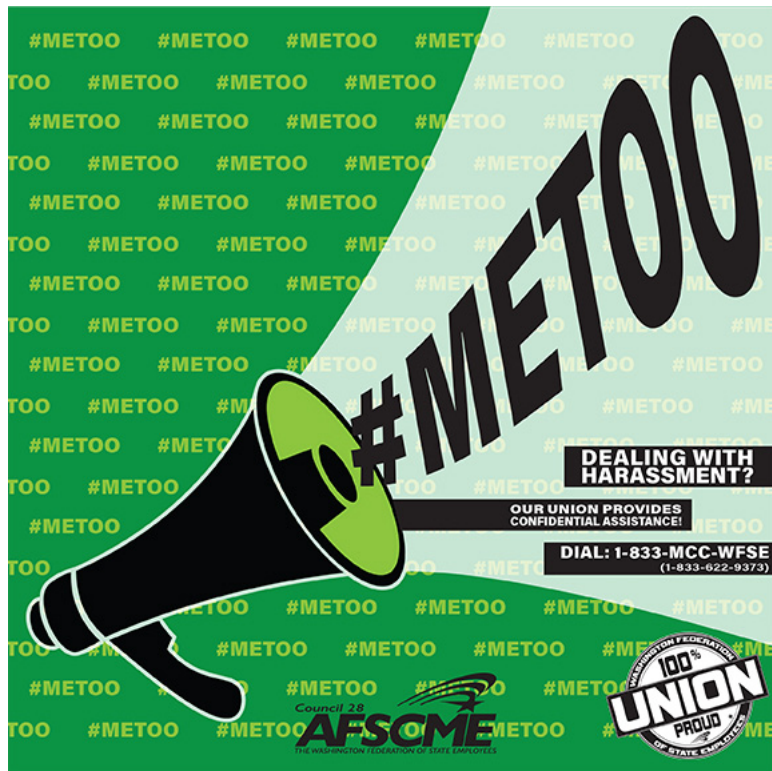
WFSE/AFSCME contract language
Online: wfse.org/contracts

Those who feel they have been victims or workplace sexual harassment may use the protections in all collective bargaining agreements covering all members of bargaining units represented by the Washington Federation of State Employees/AFSCME Council 28.

- All of WFSE/AFSCME's contracts have articles on Non-Discrimination (Washington State University's is Non-Discrimination/Sexual Harassment/Coercion and Intimidation).

Here is the language in General Government Article 2 – Non-Discrimination (2.1, 2.2, 2.3):

2.1 Under this Agreement, neither party will discriminate against employees on the basis of religion, age, sex, status as a breastfeeding mother, marital status, race, color, creed, national origin, political affiliation, military status, status as an honorably discharged veteran, disabled veteran or Vietnam era veteran, sexual orientation, gender expression, gender



identity, any real or perceived sensory, mental or physical disability, genetic information, or because of the participation or lack of participation in union activities. Bona fide occupational qualifications based on the above traits do not violate this Section.

2.2 Both parties agree that unlawful harassment will not be tolerated.

2.3 Employees who feel they have been the subjects of discrimination are encouraged to discuss such issues with their supervisor or other management staff, or file a complaint in accordance with agency policy. In cases where an employee files both a grievance and an

internal complaint regarding the alleged discrimination, the grievance process will be immediately suspended until the internal complaint process has been completed. Following completion of the internal complaint process, the Union may request the grievance process be continued. Such request must be made within twenty-one (21) calendar days of the employee and the Union being notified in writing of the findings of the internal complaint.

- Eleven of WFSE/AFSCME's 15 contracts also have sections on Workplace Behavior (sometimes called the "anti-bullying" articles).

Here is language from General Government Article 47-Workplace Behavior (47.2)

47.2 Inappropriate workplace behavior by employees, supervisors and/or managers will not be tolerated. If an employee believes he or she has been subjected to inappropriate behavior the employee, and/or the employee's union representative, is encouraged to report this behavior to the employee's supervisor or the Human Resources Office and/or file a grievance in accordance with Article 29, Grievance Procedure. Employees and/or union representatives should identify complaints as inappropriate workplace behavior.

Here is the guide to the relevant articles from all 15 of WFSE/AFSCME's contracts that you can find at wfse.org/contracts:

General Government:
 Art. 2 – Non-Discrimination
 Art. 47 – Workplace Behavior

Community College Coalition:
 Art. 2 – Non-Discrimination
 Art. 3 – Workplace Behavior

Central Washington University:
 Art. 2 – Non-Discrimination
 Art. 3 – Workplace Behavior

Eastern Washington University:
 Art. 9 – Non-Discrimination
 Art. 46 – Workplace Behavior

Renton Technical College:
 Art. 3.5 – Non-Discrimination

Art. 5 – Workplace Behavior

Tacoma Community College Student Support Services Unit (TCC SSSU)
 Art. 2 – Non-Discrimination
 Art. 5 – Workplace Behavior

The Evergreen State College Classified Staff
 Art. 2 – Non-Discrimination
 Art. 3 – Workplace Behavior

The Evergreen State College Student Support Services Union (TESC S4U)
 Art. 2 – Non-Discrimination
 Art. 5 – Workplace Behavior

University of Washington/Harborview Medical Center
 Art. 2 – Non-Discrimination
 Art. 4 – Workplace Behavior

UW Police Management
 Art. 2 – Non-Discrimination

Washington State University
 Art. 2 - Non-Discrimination/
 Sexual Harassment/Coercion and Intimidation
 Art. 3 – Workplace Behavior

Western Washington University
 Art. 2 – Non-Discrimination
 Art. 3 – Workplace Behavior

Medical Interpreters (Language Access Providers)
 Art. 2 – Non-Discrimination

American Behavioral Health Systems (ABHS)
 Art. 5 – Non-Discrimination

American Friends Service Committee (AFSC)
 Art. 2 – Non-Discrimination

Other resources

AFSCME Steward Handbook
 Pages 47-48

<https://www.afscme.org/news/publications/afscme-governance/pdf/AFSCME-Steward-Handbook.pdf>

Reference the Online Leadership Academy (OLA)

On Demand class "Respect in the Workplace."
 For more information: Visit afscme.org/academy for "Respect in the Workplace: A Sample Harassment Policy," an OLA On Demand class. Contact AFSCME's Department of Education and Leadership Training at (202) 429-1250 for more information

Washington State Human Rights Commission
 TOLL FREE: 1-800-233-3247

<https://www.hum.wa.gov>
 WA Human Rights Commission brochure on Sexual Harassment:
https://www.hum.wa.gov/media/dynamic/files/390_Sexual%20Harassment%20Brochure.pdf

Working Washington:
 Below are links to some ideas & resources that can help you assess your options if you have

experienced, witnessed, or learned about sexual harassment or assault in the workplace. There are a number of approaches that you may choose to take; please know that no one approach is right for everyone, and which options are best for you may depend on the specifics of your situation.

<http://www.workingwa.org/sexual-harassment-resources/?rq=sexual%20harassment>

United States Equal Employment Opportunity Commission (EEOC):
https://www.eeoc.gov/laws/types/sexual_harassment.cfm

Letter from Gov. Jay Inslee to state employees on this issue:
<https://assets.documentcloud.org/documents/4176250/Inslee-Workforce-Letter-11-6-17.pdf>