

# Know your RIGHTS



Let's make our workplace a safe and positive environment for everyone. Bullying has no place here. Let's stand together and support each other, no matter our differences.

Bullying and harassment become health harming with increased frequency and duration to exposure. If you feel you are the target of a workplace bully, being harassed on the job, or subjected to abusive managerial mistreatment of any kind - contact your union rep immediately.

See <https://www.afgec220.org/> for more information.



## Article 3 - Employee Personal Rights | § 3.2.A. Section 2. Personal Rights

A. All employees shall be treated fairly and equitably in all aspects of personnel management and without regard to political affiliation, race, color, religion, national origin, sex (including sexual orientation, and gender identity), genetic information, marital status, age, parental status or disability, and with proper regard and protection of their privacy and constitutional rights.

The parties agree that in the interest of maintaining a congenial work environment, Agency employees, including those acting in a union/management capacity, will deal with each other in a professional manner and with courtesy, dignity, and respect. To that end, all Social Security employees should refrain from coercive, intimidating, loud or abusive behavior.

The parties further agree that bullying is prohibited in the workplace and will not be tolerated. The agency will provide information on "Bullying in the Workplace" including examples on the OHR website.

Physical Bullying



This can involve physical aggression, pushing, hitting, and other forms of physical intimidation.

Social Bullying



This can involve excluding someone from workplace activities, meetings, and social events.

Verbal Bullying



This can involve name-calling, insults, humiliation, and yelling

Cyber Bullying



This can involve the use of email technology to bully or harass someone, such as spreading rumors or posting negative comments online.

Sexual Harassment



This can involve unwanted sexual advances, comments, or behavior that creates an uncomfortable or hostile work environment.

Intimidation



This can involve using threats or fear to control or manipulate someone in the workplace.