

Policy Statement on Freedom from Harassment

The Canadian Association of University Teachers (CAUT) is committed to promoting a workplace that is free from harassment. Harassment undermines the capacity of individuals to participate equally and fully in the academic community.

Harassment is any vexatious, **hostile** –behaviour, **or behaviour that is known to be or reasonably ought to have been known to be unwelcome.** –**Harassment can come** in the form of repeated ~~and hostile or unwanted~~ conduct, verbal comments, actions or gestures, that affects a person's dignity or psychological or physical integrity and that result in a harmful work environment. A single serious incident of such behaviour could also be deemed to be harassment ~~if it has a harmful effect.~~

All members of the academic community have a duty not to harass or behave in a manner that produces, contributes to or perpetuates a learning or work culture that tolerates harassment.

The employer bears primary responsibility for fostering a workplace that is free from harassment.

Academic staff associations have a duty to represent members alleging harassment and members against whom such allegations are made. CAUT urges associations to educate their members about the nature and effects of harassment, and to negotiate contract language that provides protection against harassment.

Approved by the CAUT Council, November 2005.
Revised by the CAUT Academic Freedom and Tenure Committee; March 2018;
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