

## 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, action, conduct, or comment or any behaviour that can reasonably be expected to cause offence, humiliation or ~~other~~ physical or psychological harm, or psychological injury or illness to a person or persons in the workplace–employee or behaviour that is known to be or reasonably ought to have been known to be unwelcome. ~~–Harassment can come in the form of may arise from repeated and hostile or unwanted–~~ conduct, verbal comments, actions or gestures, that affect 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. This requires a timely response to any complaints or issues brought to the attention of the employer.

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;**

**Revision approved by the CAUT Executive Committee; April 2018;**

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**Policy revised by CAUT legal department, January 2019;**

**Revised by the CAUT Executive Committee; February 2019**

**and referred back to Council for consideration.**