



Your Staff Union & Respect in the Workplace



What is a respectful workplace?

A respectful workplace is a place of work free from verbal abuse or physical bullying, verbal or sexual harassment, discrimination based on race, ethnicity, social origin, national origin, nationality, gender, location family responsibilities, age, sexual orientation, gender identity, political opinions, religion, disability, HIV status or union membership.



Why does the union care?

The union is too often informed of violence against officials of the Organization and because of its role, is frequently called upon to act in prevention or to react in case of a situation of aggravated violence. The very low or non-existent number of reports of violence, harassment and discrimination is all the more worrying as it is well known that these situations exist within the Organisation and questions the effectiveness of protection currently applicable.



What is the union doing in this area?

The Union Can:

- ✓ Serve as an alert, or early warning system, in case of inappropriate behaviour in the workplace;
- ✓ Play an advisory role to prevent conflicts¹;
- ✓ Play a third party role in case of conflict;
- ✓ Provide legal assistance in the event of a formal complaint or an attempt to resolve the dispute amicably.

1 Here, the word « conflict » refers to any situation that is a result of an inappropriate behaviour in the workplace.



The Union has already:

- ✓ Participated in the ILO campaign against sexual harassment;
- ✓ Organized training sessions on harassment (of all types) for Committee members and union stewards at HQ; and requested the Organization to provide mandatory training in this area for all staff members in service;
- ✓ Reactivated the sub-working group of the Joint Negotiating Committee on Diversity and Work-Life Balance;
- ✓ Promoted diversity through the March for Diversity Campaign (with the Intern Section);
- ✓ Participated in many events within the Organization and the UN Common System, in partnership with its UN GLOBE Focal Point;
- ✓ Provided inputs on geographical diversity in the field of recruitment and selection of officials.

The Union will continue to :

Support the Organization's staff members in dealing with inappropriate behaviour and discrimination in the workplace and make proposals for :

- ✓ Prevent conflict situations and encourage problem resolution at the lowest possible level ;
- ✓ Strengthen and improve protection mechanisms for victims and whistle-blowers ;
- ✓ Improve the efficiency and speed of procedures in case of conflict and discrimination.
- ✓ Review and revised policies to improve inclusion, respect and diversity in the workplace.