

CUASA COMMUNIQUÉ

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Workplace Bullying Survey Coming Your Way

Have you felt uncomfortable at work with the way an employee or a student has treated you? Have you experienced or witnessed behaviours at Carleton University that appeared inappropriate such as jokes, eye rolling, rude e-mails, manipulation or backhanded comments? If so, you may have been the target of, or observed, intentional or unintentional workplace bullying.

Workplace bullying is a prevalent and challenging issue for organizations today. Bullying in the workplace impacts one in six employees and is four times more prevalent than sexual harassment (Namie & Namie, 2003). Universities are not immune to workplace bullying. In 2005, a workplace bullying survey was completed at the secondary and elementary school levels. The survey found that one in two members of the Ontario Secondary School Teachers' Federation (OSSTF) have been bullied at some point in their career (OSSTF, 2005:i) and one third have been bullied by students (OSSTF, 2005:5). Since many Ontario high school graduates attend Carleton University it is important to examine if bullying behaviours by students continues in university.

A confidential workplace bullying survey will be distributed via e-mail to CUASA members at the end of February. The survey was prepared by Ruth McKay, Assistant Professor, Roland Thomas, Professor and Associate Director, Diane Huberman-Arnold, Instructor, all of the Eric Sprott School of Business, Carleton University, as well as Jae Fratzl of Artworks Counselling and Psychotherapy. The survey will consider experiences of CUASA members with students, co-workers, supervisors and others at Carleton University.

Namie, Gary and Ruth Namie (2003). *The bully at work*. Illinois: Sourcebooks.

Ontario Secondary School Teachers' Federation (OSSTF) (2005). *The bully in the workplace survey*. July 6, 2005, James Matsui Research, Toronto.

Reminders

● Do remember that in accordance with the Collective Agreement all CUASA members are entitled to be accompanied by a CUASA representative at meetings with officers of the administration (Deans, Chairs, Directors, etc.) when discussing issues covered by the Agreement. The current Collective Agreement is available online at the CUASA site.

● Don't forget to file your claim forms for Professional Expenses. The forms are available through your unit or department. You don't have to wait until the deadline to file! But do remember that the forms must go first to your faculty Dean, **not** directly to the Business Office. The instructions are on the back of the form.