

ATU OFFICE RESPECTFUL WORKPLACE POLICY

The Amalgamated Transit Union recognizes its responsibility maintain a respectful workplace where all employees enjoy an environment free of behaviours such as unlawful discrimination, harassment, rumours that damage a person's reputation disruptive workplace conflict, and disrespectful behaviour in the workplace. It has been clearly stated by the Canadian and Manitoba Courts that an employer has a responsibility to provide a safe and healthy work environment, free from harassment and discrimination. Harassment based on race, national or ethnic origin, colour, religion, age, sex including pregnancy, gender identity, marital status, family status, physical or mental disability, sexual orientation and/or social status is prohibited. The Union recognizes disrespectful behaviour can jeopardize an individual's dignity and well-being and/or undermine work relationships and productivity. The Union commits to providing a workplace built upon the principle of fair and respectful treatment in order to minimize these conflicts. All Union members have a responsibility to set an example through respecting everyone's dignity and human rights. The ATU constitution SEC. 22 CHARGES, TRIALS AND PENALTIES deals with behaviours such as: discrimination, harassment, rumours that damage a person's reputation, disruptive workplace conflict, and disrespectful behaviour in the workplace.

YOUR MEMBERSHIP OBLIGATION AS PER THE ATU CONSTITUTION

I,, in the presence of God and the members of this Union, do solemnly promise and pledge (without any reservation or evasion) to support the Constitution and General Laws of this Amalgamated Transit Union. I will keep myself in good standing by paying all dues, fines and assessments required. I will work to promote the best interests of this Union and encourage my fellow workers to become members of the same. I will not take the place of any member of this organization, or any other union worker who may be on strike or locked out. I will not reveal any of the private business to anyone not entitled to know the same. I will not engage in activity evidencing gross disloyalty nor in conduct otherwise unbecoming a member and will not knowingly wrong a member or see one wronged if in my power to prevent it. I will not appeal to any legal authority in matters pertaining to this Union until I have exhausted all means of redress provided by its laws. I will be considerate of others in word and action and will never discriminate against a fellow worker on account of race, religion, color, creed, sex, sexual orientation, gender identity or expression, age, disability, citizenship, or national origin. I also promise to promote the cause of trade union principles and defend freedom of thought, whether expressed by tongue or pen, with all the power at my command. xi I understand there is nothing in this obligation that will in any way interfere with my political and religious rights or that will be in any way inconsistent with my duties arising from any of the relations of life. This obligation I take upon my honor, and solemnly promise to keep the same, as long as I remain a member of this Union.