Job Place Bullying and Harassment Sub-Committee

November 8, 2012

Attendance: Carolyn Fallahi, Kathy Hermes, Lou Pisano (HR)

Discussed the Bullying Policy. Explained that we wrote this draft when Anne Alling was the head of HR and that she didn’t get a chance to work on it before she left. In the past, a policy from this committee was sent to the Executive Committee. They wanted a policy that emphasized verbal abuse, but they weren’t sure about violence issues. This committee felt that we would have to reach a high level of psychological intimidation to have a response with the old policy. Kathy gave examples of more subtle forms of intimidation that she was made aware of by employees. Lou stated that he is going to investigate whether or not we need a policy. He emphasized that he wants to hear about bad behavior on the part of employees and that he doesn’t need a policy to deal with that. Kathy emphasized that the language of this policy is in line with the language of several bullying bills that are being introduced to different states.