

Know Your Rights: Workplace Bullying

Stand up against abusive conduct and protect dignity at work.

Workplace bullying is abusive conduct by an employer or employee that a reasonable person would find hostile, offensive, threatening, intimidating, humiliating, or unrelated to legitimate business interests. It can include repeated verbal abuse, derogatory remarks, insults, or actions that sabotage or undermine work performance. **(Government Code Section 12950.1)**

Union Contract Provisions

MOU Article 5.11 — Dignity Clause: The State must provide a workplace where employees are treated with human dignity and courtesy. Employees may file a grievance if they are not treated accordingly; the Step 3 CalHR decision is final.

MOU Article 10.21 — Workplace Violence and Bullying Prevention: Each department must maintain a written Workplace Violence and Bullying Prevention Program and make it available to all employees.

Prepare for a Contract Grievance

- Keep a factual log with names, dates, quotes, and locations.
- Write down what happened to you and what you saw happening to others.
- Save relevant letters, memos, emails, and other documentation.
- Identify witnesses and request written statements when possible.

Document These Bullying Characteristics

- Personal nature
- Intent to harm
- Repetition
- Duration over time
- Escalation
- Power disparity

Elements of a Grievance

Incidents and facts: Who, what, when, where, witness names, and supporting documentation.

Contract articles violated: Articles 5.11, 10.21, and any other applicable articles.

Possible remedies: Cease and desist bullying behavior, require training, separate the bully from the target through reassignment or transfer, and pursue any other appropriate remedy.

If you think you are being bullied, ask for help.

SEIU Local 1000 Member Resource Center: 866-471-7348

Available 7am to 7pm, Monday–Friday

