

# Union Leadership Summit



Collectively, we as union members are making a commitment and pledge to move toward a more collegial and productive campus climate at Los Angeles Mission College.

## We Pledge

*to keep an open mind and put prejudgments aside when communicating with others;*

*be mindful of our own actions and statements and the effect these have on others;*

*to resolve differences in a respectful manner, through open dialogue;*

*to speak out when witnessing bullying and to let it be known that this type of behavior is not tolerated;*

*to refrain from sending harassing, intimidating and/or threatening messages through electronic mail or other means as stated in the district E-76 regulation; and*

*to follow respectful email etiquette and to say "no" to group emails that harbor vicious attacks on colleagues by replying, "No, this is unacceptable," and quote the district policy.*

## We request that

*any reports of workplace bullying be treated seriously and investigated promptly, confidentially and impartially;*

*all employees be encouraged to report workplace bullying, and any employee who makes a complaint or witnesses a situation of bullying is not victimized;*

*a formal conflict resolution group be established on campus, and that it be made up of union representation and administrators who will process complaints of bullying.*

*Members of this group are to be formally trained in mediation techniques;*

*support be given by administration to spread the message of collegiality and anti-bullying contained in this pledge.*

*Finally, we request that all members of the Mission College family be held accountable for bullying behavior.*

This pledge is in support of the California Education Code, LACCD Board Rules, all union contracts and all college processes which are presently in place.

December 4, 2012



You as the Union Make the Difference