

Resolution #2

WORKPLACE VIOLENCE

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WHEREAS, JNESO is committed to promoting unity among the membership and protecting and advancing the economic and general welfare of its members; and

WHEREAS, JNESO is committed to requiring our employers to provide a workplace where members can interact with their patients and each other in a respectful and tolerant manner; and

WHEREAS, JNESO is committed to fighting for a workplace that is safe, secure and free from management harassment, threats, intimidation and violence against members and employees; therefore be it

RESOLVED, threats or acts of physical violence against JNESO members, including intimidation, harassment and/or coercion will not be tolerated; and be it further

RESOLVED, JNESO members are also prohibited from engaging in aggressive or hostile behavior that creates an objective reasonable fear of injury to another JNESO member or subjects a JNESO member to emotional distress; and be it further

RESOLVED, JNESO members and staff not tolerate and fight against management from making harassing or threatening telephone calls, or sending harassing or threatening letters or other forms of written or electronic communications to JNESO members that create a reasonable sense of fear; and be it further

RESOLVED, engagement in any of this behavior by management or JNESO members will be addressed by way of state or federal law or collective bargaining agreement language.

Rationale: JNESO is seeking to establish to standards for respectful and tolerant interactions. Workplace violence is not just something members should think about at the job, but also in terms of interactions between each other. Many different types of organizations have adopted policies on workplace violence that outline reasonable standards of behavior.

Cost Impact: The only cost impact is publicizing the existence of the Resolution to JNESO members.