

WORKPLACE VIOLENCE

YOU HAVE RIGHTS!

IT'S NOT OKAY

If you feel threatened, belittled, devalued, humiliated, frightened, intimidated or demoralized by the behavior of a supervisor, coworker, or patient, speak up.

It's not your job to put up with unprofessional or abusive behavior that makes you feel unsafe.

Disruptive behavior can range from **sexual harassment to discrimination, bullying, verbal abuse, physical violence or the threat of violence.**

STOP THE BEHAVIOR

If you feel you are in immediate danger, get out of the area as soon as possible and **contact Security at 305 585-5611, or call 911.**

If the behavior doesn't present an immediate physical threat, report it in writing.

REPORT IT

Contact Employee Labor Relations at 305 585-7268 as soon as possible to fill out a formal complaint. If possible under the circumstances, also speak to your supervisor so he or she can begin to address the issue immediately.

ASK FOR HELP

If the issue is not being resolved through management channels, **contact your union steward or rep for help.** Reach us at union@seiu1991.org or 305 620-6555.



DON'T TOUCH

Know Your Rights

JHS policy is **zero tolerance** towards “intimidating, disruptive and illegal behaviors” that may impact staff or patient safety. But the policy is only as good as the enforcement.

Protect Yourself

Speak up if you experience behavior that makes you uncomfortable. JHS can't fix the problem until they know about it. You can also talk to your union steward or rep for help.

