

Harassment, Assault, Hostile Workplace, and Battery



What to do if you think you've been a victim of any of these in your office, on the rooftop, or at any sort of job site.*

DEFINITIONS

The way some of these terms are defined in the criminal system or according to the governmental agencies that oversee these issues is a little bit different than the way we might use them in casual vocabulary.



Harassment is like being bullied at work. More than being rude or mean, it is consistent and specifically targeted at you.



Hostile Workplace is when you've reported harassment to leadership and they allow it to continue.



Assault is intentional words or acts that puts the victim in fear of immediate harm.



Battery is physically harming someone.

A Few Other Items to Be Aware of...



The laws and processes from the EEOC may vary a bit from state to state.



There are likely to be deadlines and statute of limitations issues for pursuing both criminal and civil responses.



Be aware of the deadlines in the employee (or union) handbook for filing a complaint against another employee and/or the employer.

Know Your Options

There are many options available if you think you've faced any of the above issues. These options can be pursued concurrently or individually



Find out your employer's grievance reporting procedure and follow it exactly. It's probably in your employee or union handbook.

Observe & Document internally (take notes) and externally (send an email to a friend), inappropriate actions, including any people who witnessed an incident or inappropriate behavior.

Seek counseling and/or therapy.



Contact an employment attorney in the local area for civil action against the specific assailant and/or the employer; search the Internet for phrase "plaintiff employee attorney."



Contact the federal EEOC office in your area to pursue action against the employer; EEOC is the Equal Employment Opportunity Commission.



Contact the emergency or non-emergency number of the police department where the incidents occurred and file a police report.



Contact the equivalent of the state EEOC in your area to pursue action against the employer (e.g., in Florida is called the Florida Commission on Human Relations); 35 of the 50 states have a state EEOC.

*This document is general advice and should not be construed as legal counsel.

For more resources visit www.NationalWomeninRoofing.org

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