

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: December 11, 2007

**SUBJECT: Respectful Workplace Policy**

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The MUNFA Executive Committee has reviewed the “Respectful Workplace Policy” that the University has recently put in place. The Policy can be reviewed at: *“[http://www.mun.ca/humanres/policies/Respectful\\_Workplace\\_Policy.pdf](http://www.mun.ca/humanres/policies/Respectful_Workplace_Policy.pdf)”*

We are concerned that if an Academic Staff Member (ASM) participates in a formal or informal process, any statement given in that process could be used against him or her in the disciplinary process, so long as the time limits in the Collective Agreement are adhered to.

An ASM who is the subject of a complaint under this Policy or who is contemplating filing a complaint may wish to consult with MUNFA (e-mail: [munfa@mun.ca](mailto:munfa@mun.ca) or call ext. 8642).