

# Executive Summary

## UAW-Ford Ongoing Efforts to Build Safe, Harassment-Free Workplaces

UAW-Ford continues to take all steps necessary to prevent sexual harassment by working to develop appropriate procedures, sanctions and awareness programs and by informing employees of the right to pursue complaints. UAW-Ford ensures that sexual harassment complaints are aggressively investigated, reviewed and resolved in a timely manner according to established principles.

### **Highlights: Proactive Anti-Harassment Measures**

1. Conducted Instructor-led anti-harassment training for approximately 30,000 members since April 2011
2. Incorporated 4-hour anti-harassment training into New Employee Orientation: trained over 24,000 members, starting in September 2012
3. Certified 116 on-site anti-harassment trainers
4. Spent \$2,445,059.19 on anti-harassment and healthy workplace behavior initiatives since 2010
5. Provided information to all members on avenues to file harassment complaints
6. Conduct fair and balanced investigation of all harassment grievances filed to the National Ford Department
7. Ongoing Diversity and Inclusion Program: emphasis on respectful, harassment-free workplace

### **Advocates for Safe, Harassment-Free Workplaces**

UAW-Ford has taken a proactive approach to creating safe, harassment-free workplaces for its membership. Since 2011, we have provided in-person anti-harassment training for approximately 30,000 members across the country. Recognizing the importance of having people come into the work environment with a clear understanding of expectations and requirements, we incorporated four (4) hours of anti-harassment training into the New Employee Orientation of over 20,000 members starting in September, 2012. Additionally, we have had 116 trainers certified to facilitate anti-harassment workshops in their plants and act as resources to members and champions for efforts to ensure that we have harassment-free workplaces.

We advocate for the rights of all of our members. We conduct fair and balanced investigations of all harassment grievances filed to the National Ford Department. There have been three (3) grievances arbitrated at the Chicago Assembly Plant over the last four (4) years. There has been one (1) grievance arbitrated at the Chicago Stamping plant which is still pending a decision from the arbitrator. All of these arbitrated grievances had some implications of sexual harassment of the members who were being represented by the UAW.

## Thorough Anti-Harassment Training Content

Our robust anti-harassment training program content is comprehensive and based on the UAW No-Discrimination Constitutional Policy, UAW-Ford Contract, and the Ford Motor Company Corporate Anti-Harassment Policy, which are all aligned with EEOC guidelines. The training covers sexual harassment, racial or national origin harassment, harassment based on sex, religion, age, disability, sexual orientation, veteran status, gender identity, gender expression, and any other form of harassment deemed offensive by the person on the receiving end of the behavior. To ensure that participants have a solid understanding of content covered, our training is highly interactive and uses realistic case studies, examples, videos, large group discussion, small group exercises, and quizzes.

Main Topics:

- Types of harassment
- Laws and policies
- Specific examples and cases of misconduct
- Tools for assertively speaking up
- Prohibition against retaliation
- Consequences of inappropriate behavior
- Complaint reporting options and procedures
- How complaints are investigated

## Multi-faceted Anti-Harassment Plan

Member training is a part of our larger strategy to ensure that we have ongoing support for the building of respectful workplaces. The UAW-Ford Diversity and Inclusion Program has annual conferences with local representatives from the plants to collaborate on efforts to enhance and promote diversity and inclusion and prevent harassment. The Program supports and sponsors numerous efforts to raise awareness of differences and build members' skills related to appropriate, respectful workplace behavior, regardless of differences. Here are some examples:

- Podcasts and webcasts (*UAW-Ford Diversity Matters Minute*)
- Monthly newsletters (*Diversity Digest*)
- Plant-specific diversity awareness videos (Chicago Stamping Plant, Flat Rock Assembly Plant, soon-to-be-released videos at Sharonville Transmission Plant and Livonia Transmission Plant)
- Sponsored and supported special programming (Women's Expo at the UAW-Ford National Programs Center, Diversity Fairs at Michigan Assembly Plant and Michigan Assembly Body & Stamping, Diversity Taste Fest at Research & Engineering)
- Participated in major events (e.g., PRIDE events: Cleveland, Detroit, Kansas City, Chicago, Louisville)

**A healthy, harassment-free environment has been and remains a priority for UAW-Ford as we work tirelessly to ensure that all of our members have a high quality work-life.**