

POWERLine

"Published for the people of GM Toledo Transmission and UAW Local 14"



MAY 31, 2018

To Stop Harassment And Discrimination, We All Need To Speak Up!

We have a lot to be proud of here at GM Toledo. We build great products. We have made tremendous improvement in how we operate the facility. And, we have a very diverse work force.

It's this diversity that is our strength and is one of the reasons our plant was selected to pilot a new diversity and inclusion training program. We want to thank you for participating in the training sessions.

GM and the UAW are partnering on this initiative because harassment, discrimination, retaliation and bullying are pervasive in society and we, at TTO, are not immune.

We all share a responsibility to ensure our workplace is free of these issues. It's our responsibility, no matter what role we play in the plant, to Speak Up! and report issues and concerns. Whether we observe it, hear about it or are a victim of it, we have an obligation to report it.

It is the responsibility of the joint leadership to address and investigate these issues in a prompt, thorough and confidential manner. You have our promise to live up to this commitment.

We need you to take what you learned in the recent sessions to heart and encourage your colleagues to talk about and report incidents of harassment, discrimination, retaliation and bullying.

There are various methods available to report issues, so please save the reporting reference guide published in this newsletter. We'll also post this information throughout the plant.

Finally, this newsletter is a guide to this important topic. We will share key elements from the recent training in future newsletters, team meetings and other forums.

Together, we can make TTO a workplace of choice.

Eric Gonzales
Plant Executive Director

Jeff King
Shop Chairman

What To Do If You Need Help

If you are comfortable, **be your own advocate** and say the behavior is inappropriate. If you are not comfortable, you have other avenues:

- Talk to your **supervisor** (or other members of plant Management)
- Talk to **Labor/HR**
- Talk to your **UAW representative**, who will bring your concerns to the attention of **management**
- Contact the **Awareline** (1-800-244-3460) for U.S. and Canada
- Contact **Speak Up for Safety** (1-855-626-5668)

Frequently asked questions

Q: What is discrimination?

A: Discrimination is any adverse workplace action based on a protected status that leads to the unequal treatment of an individual (or group) under the same or similar circumstances.

Q: What is harassment?

A: Harassment is a form of discrimination. It is severe or pervasive unwanted action or unwelcomed behavior against an individual (or group) based on a protected status that creates a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Reasonable Person Standard: *Would a reasonable person in similar circumstances and given similar facts believe that the pattern of behavior rises to the level of harassment?*

Q: What is sexual harassment?

A: Sexual harassment is a form of discrimination. There are two types:

Quid pro quo involves a leader in position of authority engaging in unwanted/unwelcome conduct or communication of a sexual nature where there is a promise of some benefit or threat of punishment in exchange for sexual favors.

Hostile work environment involves severe or pervasive unwanted/unwelcome action of a sexual nature against an individual (or group) that creates a work environment that a reasonable person would consider intimidating, hostile or abusive.

Sexual harassment applies to both males and females and is based on a reasonable person standard.

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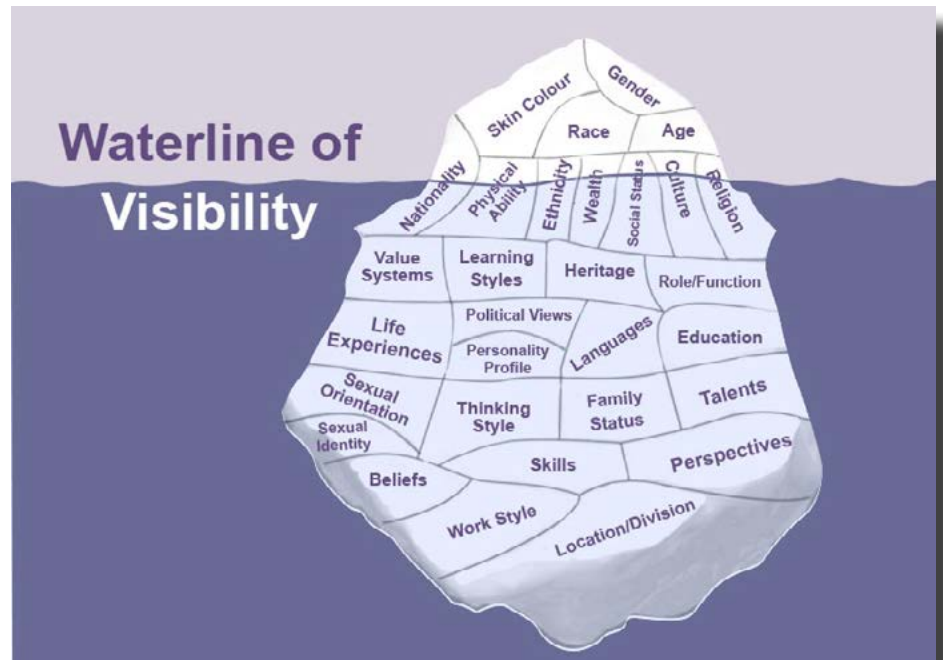
Diversity is more than skin color, race, age and gender

It's easy to rely on mainstream media to define diversity for us. After all, some issues, be they race relations or immigration, play out on national TV and in our communities.

While these are important topics of discussion, they are but a few of the characteristics that define diversity. For our purposes, diversity is:

"A set of human attributes and experiences that are different from your own and those of the groups to which you belong which affect your daily life."

We call this the Waterline of Visibility, which is depicted as an iceberg. What's visible above the waterline – skin color, age, race and gender – are often easy to recognize. What's below the waterline are things we may not know or see about people we know.



In the coming weeks, we will explore various aspects of diversity in society, in our communities and in the workforce.

Together, we can learn about how our diversity is the strength that makes GM Toledo a special place to work.

FAQ CONTINUED FROM FRONT PAGE

Q: What is bullying?

A: Bullying is repeated unreasonable actions toward an individual (or group) intended to intimidate and potentially creates a risk to health or safety.

Q: What is retaliation?

A: Retaliation is when an employer takes an adverse workplace action against an employee for participating in legally protected activity.

Q: What is protected status?

A: A protected group or protected class is a group of people qualified for special protection by a law, policy, or similar authority. Protected groups include:

- Race
- Gender
- Color
- National Origin
- Religion
- Age
- Disability
- Sexual Orientation
- Gender identity/expression
- Union status/membership

Note: The U.S. legal definition of a protected status varies from jurisdiction to jurisdiction. Where a U.S. federal or local law is broader, GM abides by those laws. Where a GM policy is broader, GM policy applies.

Q: What happens if I speak up?

A: You have the commitment of GM and the UAW to promptly and fairly investigate claims.

Q: What protections are available to GM temps and contract employees?

A: Temporary workers are GM employees and are afforded the same protections as permanent GM employees.

GM will work directly with contract houses to address concerns raised by contract employees.

Q: What is the GM Awareline and how does it work?

A: The Awareline allows employees and others to report concerns of misconduct by the company, its management, supervisors, employees, or agents.

Reports can be made 24 hours per day, 7 days per week by phone, Web, email, postal service or fax. Individuals filing reports can remain anonymous if they choose. Calls and IP addresses are never recorded or traced.

If you have other questions around harassment, discrimination, retaliation and bullying, please drop them off at the Labor Relations office.

How to contact us...

Plant Communications Manager - Kevin Nadrowski
Communications Coordinator - UAW: Daniel Macut
Contact: daniel.macut@gm.com or 419.450.0947

Email submissions to daniel.macut@gm.com
Member UAW - LUCA Local Union Communication Association
Deadline for POWERLine is 3:00 p.m. Tuesday.
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