

## Worksheet

### Using the local union policy, what should the local do in this scenario?

X is a longtime member of the local who comes to the union hall for coffee a couple of times a week, and attends all local union meetings. X is quite dynamic and holds an audience, telling stories of the glory days in the union. Some of the stories include detailed explanations of “hooking up” at conferences. In others, X rants about other members’ racial and cultural backgrounds, mimicking them with exaggerated accents.

People appear to enjoy the stories and often encourage it. But not everybody does. One of the local executive members has called X out a few times, stating the stories are offensive and that they should stop. The next time X sees the local executive member come in X exclaims: “Here comes the joke police!”.

The executive member is now refusing to come into the office until X has been barred.

- What should you do next?
- Do you have to decide immediately if it is harassment?
- What is the risk of not doing anything?
- What can the member do now if the local does not do anything