

WORKPLACE BULLYING POLICY

North Country Health Consortium/Northern New Hampshire AHEC considers workplace bullying unacceptable and will not tolerate it under any circumstances.

Workplace bullying is behavior that harms, intimidates, offends, degrades or humiliates an employee, possibly in front of other employees. Workplace bullying may cause the loss of trained and talented employees, reduce productivity and morale and create legal risks.

North Country Health Consortium/Northern New Hampshire AHEC believes all employees should be able to work in an environment free of bullying. Managers and supervisors must ensure employees are not bullied.

North Country Health Consortium/Northern New Hampshire AHEC has grievance procedures to deal with workplace bullying. Any reports of workplace bullying will be treated seriously and investigated promptly, confidentially and impartially.

North Country Health Consortium/Northern New Hampshire AHEC encourages all employees to report workplace bullying. Managers and supervisors must ensure employees who have concerns, or witnesses, are not victimized.

Disciplinary action will be taken against anyone who bullies a co-employee. Discipline may involve a warning, counseling, demotion or dismissal, depending on the circumstances. See employee handbook.

Board Approved November 11, 2011