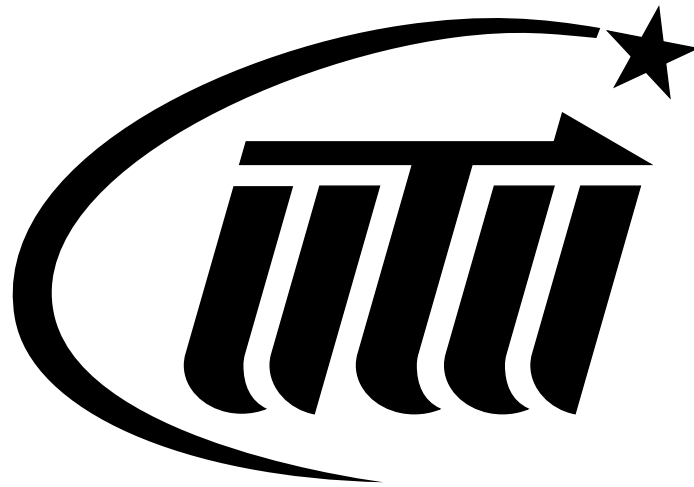


**DIVERSITY  
AND  
HUMAN RIGHTS**



**UTU HUMAN RIGHTS COMMITTEE**



## Creating Change

- The UTU is focusing on maintaining an inclusive environment for all members from all backgrounds.
- Establishment of standards for measurement in dealing with diversity issues and human rights.
- Behaviors in the UTU will reflect the diversified acceptance of all members.



## Work Environment

An environment that recognizes, values, and utilizes the individual differences and contributions of all people toward a common goal.



## We Are “Diverse”

- There are characteristics about ourselves that we cannot change.
- There are are characteristics about ourselves that we can change.
- What we cannot change about ourselves is our treasure.
- What we can change about ourselves is our opportunity for growth.



## Our Goals

- To provide an opportunity to discuss issues concerning diversity.
- To create a personal awareness of how you view yourself as well as others.
- To help provide an understanding of everyone's rights in the workplace.



## Code of Conduct

- Treat all persons, regardless of race, color or gender with respect.
- Actively work together to create a culture of mutual respect.
- Accept and appreciate the differences in others.



## Harassment: Three Kinds

- Verbal (talking)
- Physical (touching)
- Electronic (solicitation on e-mails, computers, faxes, etc.)



## Key Points in Successful Change

- Changing attitudes.
- Failure stems from... “I can’t” and “Yes, but...”
- Complaining is good as long as it is not a substitute for action.
- Choices and options are open. A member can make new choices anytime.
- Remember the Golden Rule.



## Tips for Managing Behaviors

- Identify what is in your control to change.
- Identify your options.
- Examine your attitude.
- Remain flexible.
- Strive to achieve balance, perspective and understanding.
- We are all different.
- We all have rights.



## Three Important Points About Diversity

- Responsibility
- Accountability
- Liability



## Title VII of the Civil Rights Act of 1964

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination on basis of race, color, religion, national origin and gender.



## Diversity Issues in the Workplace Under Federal Law

### Discrimination

- Conditions
- Discipline
- Privileges of employment.
- Discharge
- Failure to promote
- Salaries

### Harassment

- Quid pro quo
- Hostile environment



## Diversified Groups

- Religion
- Sex
- National Origin
- Age
- Disability
- Pregnancy
- Veterans
- Race/Color
- Marital Status
- Sexual Orientation



## Procedure

- Discrimination or harassment concerns should be reported in writing to the employer (direct supervisor/EEO office).
- The union must represent anyone charged with an investigation.
- If not satisfied, employee may file a charge with the EEOC.
- After the charge is served, the employee has the opportunity to respond.
- Resolution within 180 days. Employee has the right to ask for Right-to-Sue letter. Must be filed suit in the United States District Court within 90 days after receipt.



## Determination

- EEOC determines no probable cause and issues Right-to-Sue Letter within the 90 days to the United States District Court.
- EEOC determines probable cause, medication, EEOC or individual suit.



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