



**Alaska Native Brotherhood & Alaska Native
Sisterhood
Grand Camp**



RESOLUTION NO. # 13-09

Title: Workplace Bullying

WHEREAS, the Alaska Native Brotherhood and Alaska Native Sisterhood Grand Camp is a fraternal organization organized in the year 1912. It is dedicated to the advocacy of civil rights, health, education, welfare, employment, economic justice and citizenship; and

WHEREAS, bullying has become an increasing and prevalent problem in villages, cities, states and nationwide; and

WHEREAS, an abusive work environment can cause extreme physical and/or psychological harm to an employee; and

WHEREAS, July, 2010 the State of Alaska completed a Legislative Research Report regarding workplace bullying; and

WHEREAS, workplace bullying is more than incivility, rudeness or misperceptions. Workplace bullying is defined as malicious, repeated, health-harming mistreatment such as: verbal abuse, threats, humiliation, intimidation, work sabotage or exploitation of a known vulnerability; and

WHEREAS, studies have documented stress-related health consequences for individuals who have experienced bullying, abuse, and harassment during their working lives; and

WHEREAS, bullying can be that of a physical nature that causes or likely to cause death or serious physical harm to an employee, it would be the employer's obligation to protect employees from such hazards; and

WHEREAS, the Alaska Occupational Safety and Health Program could pursue enforcement action if the employer failed to take protective measures; and

WHEREAS, current laws are "status based" in that the target of bullying must be a member of a protected status group in order for the harassment to be illegal; and

WHEREAS, the Alaska State Legislature did not appoint a department/agency within the State of Alaska to enforce protection of a public employee who is bullied in the workplace except through that of private litigation in a court; and

WHEREAS, many Alaska Native people residing in the State of Alaska do not have the minimum necessary monetary funds required to hire an attorney to pursue private litigation in a court; and

WHEREAS, all public or non-public employees who are bullied in the workplace should all have equal protection through law; and

WHEREAS, U.S. employers choose to ignore workplace bullying until a law compels corrective action; and

WHEREAS, many employees have directly experience health-endangering workplace bullying, mobbing and harassment while trying to earn an income to support themselves and their families in the State of Alaska; and

WHEREAS, the solution to workplace bullying is for Congress and the State of Alaska Legislature to pass a law addressing anti-bullying/anti-abuse at the workplace shall be illegal; and

WHEREAS, providing a safe physical and emotional environment is a significant goal and a personal responsibility of each employer; and

WHEREAS, the well-being of every citizen depends upon the existence of healthy and safe working environments; and

NOW THEREFORE BE IT RESOLVED, that Congress and the State of Alaska consider a law and amendments to existing laws to improve compliance that would require every employer to implement an Act that will address harassment and bullying to be illegal in the workplace.

ANB Grand President

ANS Grand President

ATTEST: I certify that this resolution was adopted by the ANB/ANS Grand Camp in convention at Yakutat, Alaska, during the week of October 8 through 11, 2013.

ANB Grand Secretary