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## Violence & Harassment in the Workplace

Thank you, Chair, Director General, and distinguished delegates.

I am proud to represent Employers from the United States of America.

We remain optimistic that the International Labor Organization and its tripartite constituents can work together to successfully craft an instrument that meaningfully addresses the important issues of workplace violence and workplace harassment.

Neither violence nor harassment have any place in any workplace, and Employers are clear that they have responsibilities – as do we all – to protect workers from these unacceptable practices.

The challenge for the ILO – and for all of us – is how to craft an impactful instrument that could help the **most** people suffering from workplace violence or harassment in the **most** places in the world.

To achieve this goal, the ILO and its tripartite constituents must be both bold and balanced in their drafting – understanding that if we are to be successful, we must both inspire Member States to join the global fight to eradicate this problem, but also help them by providing clear definitions and guidance so that they can more easily understand the responsibilities of all of the social partners and then take action.

Disappointingly for all of us, this year's discussion did not produce consensus on fundamental concepts that must be the starting point for any instrument seeking to provide a practical framework that ILO Member States can understand and apply around the world.

Instead, overly broad and unclear definitions were gaveled through on key questions like who is a worker, what are the boundaries of a workplace, who should have protection and what behaviors should be mitigated. The implications

of pushing through such unclear concepts began to become clear to many in the room when trying to apply those same unclear definitions to actual government, employer and worker responsibilities and protections – especially considering that workplaces range widely in size – from large public and private sector employers to small and medium sized enterprises.

When we are talking about workplace violence or workplace harassment, we must be clear so we can be understood by everyone and so everyone can be understood. Cuando hablamos de la violencia o del acoso en el lugar de trabajo, necesitamos ser claros para poder ser entendidos por todos y para que todos se sientan entendidos también tanto en el Español, como en los otros importantes idiomas que maneja esta Institución. Los empleadores también son claros en que quieren un instrumento inclusivo, que brinde protección a todos contra la violencia y el acoso en el lugar de trabajo. Protección para Trabajadores. Protección para Empleadores. Y si, protección también para todos los de la comunidad LGBTI.

The opportunity for all of us to get this right begins anew today. United States Employers will work together with our Employer colleagues and the ILO social partners with the goal of seeing you all again here next year, to mark the ILO's 100-year anniversary to hopefully adopt a meaningful instrument addressing workplace violence and harassment.

Thank you.