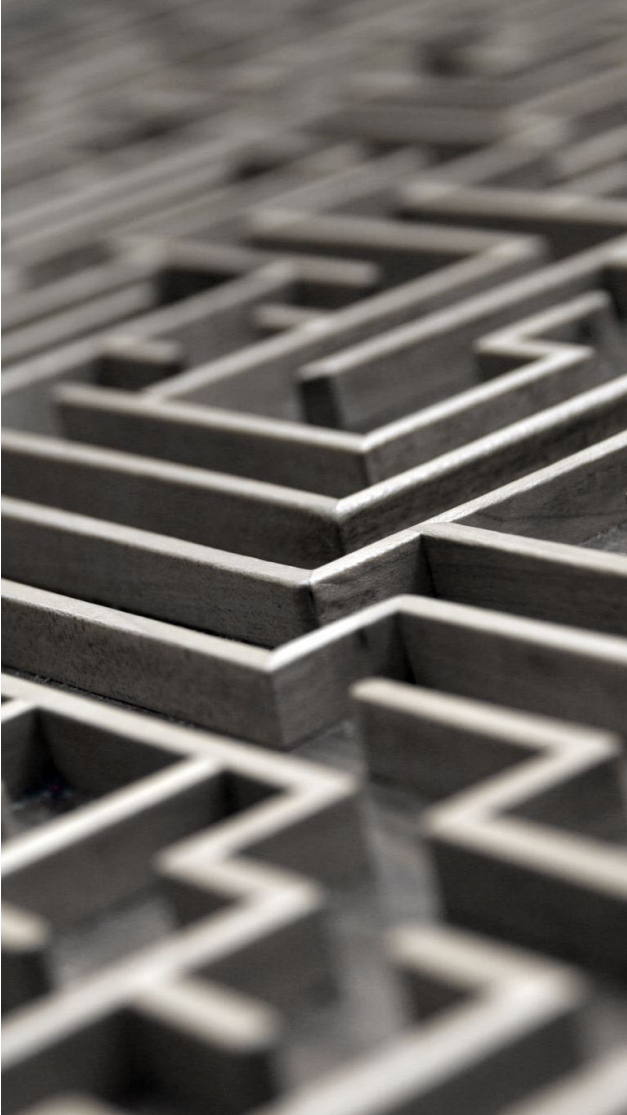




Rapid Response Protocol

Introduction & Overview

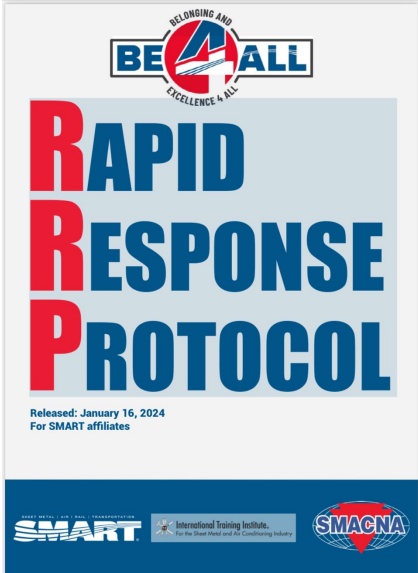




WHY RRP WAS DEVELOPED

- ❖ BE4ALL arose from “newsworthy” harassment/discrimination events
- ❖ Local & National Parties had to respond
- ❖ Needed better guidance that was thought-out and complete
- ❖ In drafting, determined that prevention was needed in addition to reactive guidance.

3 versions:
SMACNA,
SMART & ITI





Rapid
Response
Protocol |
SMACNA

WHAT'S IN IT



Preventive

- ❖ A Case for written policies
- ❖ Sample policies – Canadian & U.S.
- ❖ Training suggestions & links



Response to an Incident

What Constitutes a Complaint?

Role of the Contractor and Union

Establishing a Rapid Response Team

Steps to a Comprehensive Investigation

- Step 1 – Pre-Investigation
- Step 2 – Provide Interim Protection
- Step 3 – Prepare Investigation Strategy
- Step 4 – Choose an Investigator



Response to an Incident (cont'd.)

Steps to a Comprehensive Investigation

- Step 7 – Face to Face Interview of Witnesses
- Step 8 – Analyze Results
- Step 9 – Implement Action
- Step 10 – Follow Up

Navigating Crisis Communications

Considerations to Keep in Mind



CHAPTER'S ROLE

Potentially asked to serve on union's RRP team

Act as the go-between union-contractor

Understand the protocol in order to give contractor's advice

Help educate contractors



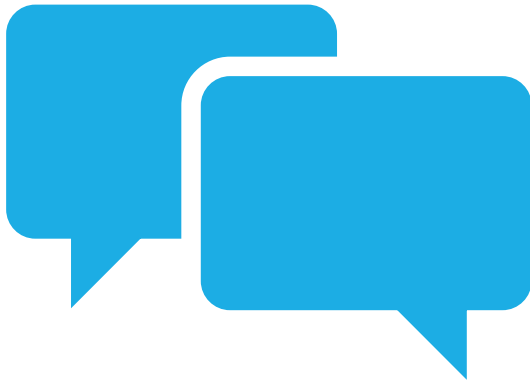
Things to Watch Out For

A contractor has an obligation to do an investigation separate from anyone else that may be doing one.

Avoid jumping to conclusions

Avoid making speculations public.

Looking for Feedback



- ❖ Usefulness
- ❖ Any additional resources needed
- ❖ If & how its being used

HR Investigation Training

*Tools to Conducting an Effective
Internal Investigation*

April 25th @ 2p.m. Eastern

*Via Zoom – registration to open
after PIP*

