

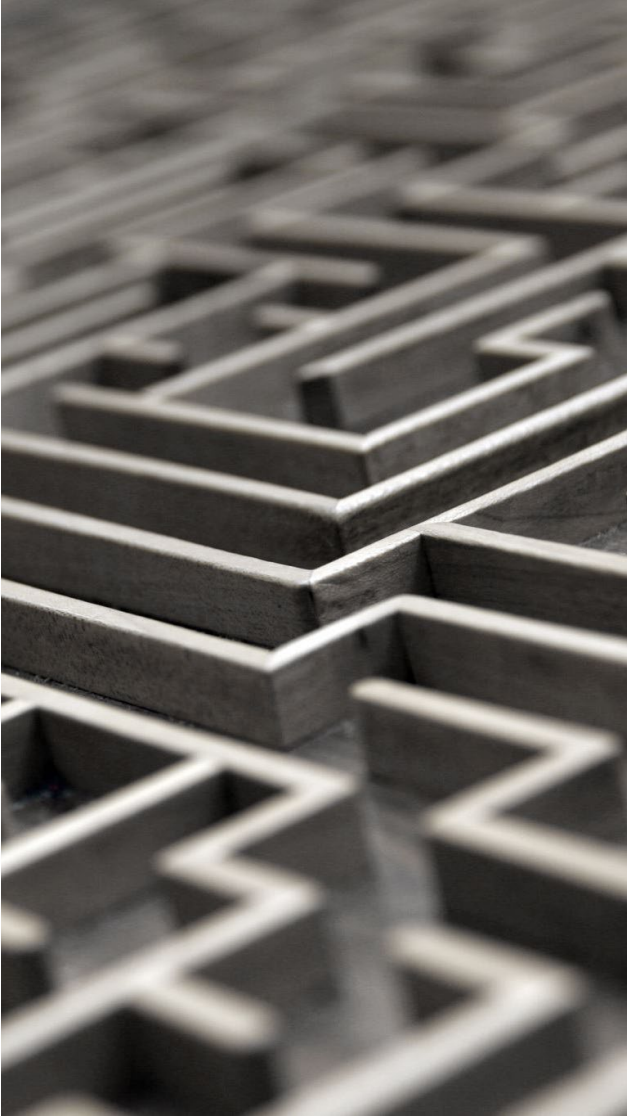


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# Rapid Response Protocol

Introduction & Overview



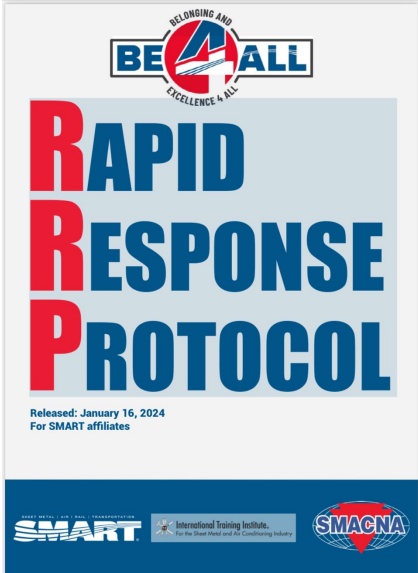


# WHY RRP WAS DEVELOPED

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- ❖ 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

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WHAT'S IN IT



# Preventive

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



# Response to an Incident

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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.)

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## 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

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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

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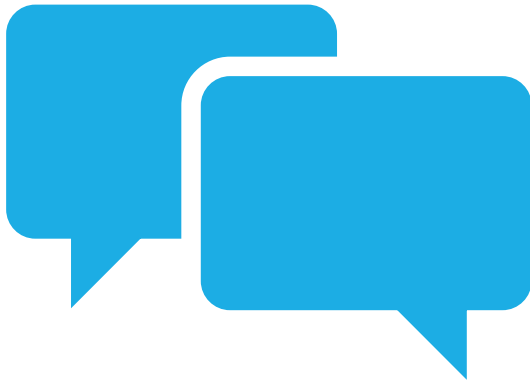
A contractor has an obligation to do an investigation separate from anyone else that may be doing one.

Avoid jumping to conclusions

Avoid making speculations public.

# Looking for Feedback

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

# HR Investigation Training

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*Tools to Conducting an Effective  
Internal Investigation*

*April 25<sup>th</sup> @ 2p.m. Eastern*

*Via Zoom – registration to open  
after PIP*

