

FIT CITY NEWS



Wear pink on February 26 to take a stand against bullying

The City's Respect Works Here campaign runs from February 24 to 28, and coincides with BC's Pink Shirt Day on February 26, where everyone is encouraged to wear pink as a way of showing that you take a stand against bullying, discrimination, homophobia and harassment. Bullying is a form of aggression where there is a power imbalance; the person doing the bullying has power over the person being victimized. In addition to any physical trauma incurred, bullying can result in serious emotional problems, including anxiety, low self-esteem, or depression.

To participate in Pink Shirt Day, wear pink on February 26. If you choose to take a selfie or team photo, you can send it to internalcomms@vancouver.ca by February 28 to be shared on Currents.

Restorative practices through our Respect in the Workplace Policy

If you have felt bullied at work and are not able to address the issue directly with the other party, you have options outlined in the [Respect in the Workplace Policy](#). One of these options is to request a restoration process. Restoration processes are facilitated by the Equity Office, external consultants, or exempt supervisors with support from the Equity Office, and are designed with consideration to the needs of the parties involved.

Restoration processes do not result in disciplinary action; instead, they aim to restore trust in relationships and to identify the root causes of the conflict. Some of the principles of a restorative approach are:

- Compassion over blame
- Create understanding instead of perpetuating shame
- Be hard on the problem, kind to the person
- Focus on changing behaviour, not punishing the individual

Please note that restoration is not the only course of action when you are the target of, or witness to, bullying behaviour; an investigation may also be needed. Restoration processes are a complementary approach to making complaints and investigation processes.

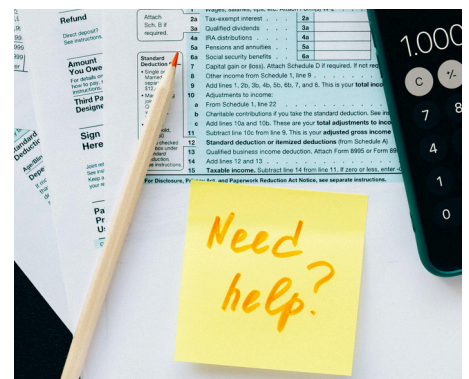
While Pink Shirt Day and our annual Respect Works Here campaign only occur once each year, please remember that doing your part to build a respectful, inclusive and supportive workplace is something expected of all City staff year-round.

Resources to help manage financial stress

Mental, physical, and financial wellness are key components of overall health. However, financial stress is the leading cause of stress for many Canadians, surpassing concerns about work, personal health and relationships.

Common sources of financial stress include managing household expenses, high debt levels, living paycheck to paycheck, saving challenges and unexpected expenses. Financial stress affects Canadians across all income levels and age groups.

Source: [Financial Consumer Agency of Canada](#)



Financial coaching through Homewood Health

Working with financial experts, you can create a personalized plan to manage your finances, reduce debt and build savings - leading to greater financial stability and peace of mind. Additionally, a financial coach provides ongoing support and accountability, helping you stay on track with your financial goals and make informed decisions.

Call 1-800-663-1142 to get started with Homewood's [Financial Coaching](#).



Visit homeweb.ca to access Homewood's online resources such as [Taking Control of Your Money](#), a self-paced e-course providing guidance on budgeting and goal-setting, using credit wisely, and navigating household and family financial challenges.

GreenShield's online resources for financial wellness

The Well-being platform within GreenShield+ online offers various articles related to saving and budgeting, debt management and future planning. You can find this section under the "Activities" tab. Visit greenshieldplus.ca to learn more about these and other services you can access through the platform.



Check out our staff deals and discounts



Take advantage of our Fit City deals and discounts to discover great local activities, facilities and retailers. Visit vancouver.ca/staff-discounts or scan the QR code for details on all the discounts available, including personal phone plans, entertainment and fitness. Please note that proof of employment may be required to access the deals.



Check the webpage regularly for new and seasonal offers that may be time limited. Is there a corporate discount you'd like to see? Reach out to fitcity@vancouver.ca to share your ideas.

Rugby SVNS staff discount available

The Rugby SVNS event is coming to Vancouver from February 21 to 23, 2025. This three-day tournament will take place at BC Place.

The City is a proud supporter of this tour through our Sport Hosting Vancouver team. We're happy to share that staff can get a 20 per cent discount on general admission, club, premium sideline, sideline, reserved, and accessible seats (Fieldside Premium and Sevens Seat Saver not included in this offer).

To buy tickets:

- Visit: <https://am.ticketmaster.com/rugbycanada/buy/ism/MjVWQVNWNTIM=>
- Use code: **COV7520**

