

RESPECT IN THE WORKPLACE



The City is committed to a safe and respectful work environment

Our Respect in the Workplace Policy defines how to address harassment and disrespectful conduct such as:

- ✗ Threatening someone
- ✗ Bullying or humiliating someone
- ✗ Rumours or gossip
- ✗ Sexual comments
- ✗ Offensive comments about someone's identity, such as gender
- ✗ Retaliating against someone for raising a concern under this policy

Support is available

If you experience or observe harassment or disrespectful conduct, you can address it directly if you're comfortable, or reach out to any of the following:

- ✓ Your manager or supervisor
- ✓ Your department's HR consultant
- ✓ The Equity Office

You can also contact your union rep first for support getting started



Addressing concerns

Your manager, HR or the Equity Office will discuss with you possible options to address the situation, including:

- ✓ A restoration process (e.g. facilitated apology or training)
- ✓ A complaint to request an investigation
- ✓ An informal remedy

