

# PROCEDURE OVERVIEW: RESPECT IN THE WORKPLACE



I have a concern about harassment or disrespectful conduct.

I've already addressed it directly, or I don't feel comfortable doing so.

## What can I do?

## What you can do:

**Explore options** with 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.

## What happens next:

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

- A **restoration process**
- A **complaint to request an investigation**
- An **informal remedy**

The City will determine if an investigation is warranted.

## Possible outcomes:

Restoration processes, informal remedies, or investigations could lead to:

- New group agreements
- Training and/or coaching
- Written apology
- Repaired relationships
- Discipline

Interim measures may be taken at any time to ensure the safety of the staff involved.

For full details, read the Respect in the Workplace Policy and Procedure on Currents or [vancouver.ca/respect](http://vancouver.ca/respect):

