Respect in the Workplace

Respectful University Services
Exercise 1

1. What does respect mean to you?

2. What are the characteristics of a respectful workplace?
What is a Respectful Workplace?

A **respectful workplace** is one where all employees are treated fairly, difference is acknowledged and valued, communication is open and civil, conflict is addressed early and there is a culture of empowerment and cooperation.
What is it really about?
BAHD Behaviors

- Bullying
- Abuse
- Harassment
- Discrimination
What is Discrimination?

Discrimination is intentional or unintentional differential treatment based on one’s membership in a **protected group** for which there is no reasonable justification.

- Based on one or more protected characteristics, generally referred to as “prohibited grounds”
- Treatment imposes burdens, obligations or disadvantages; denies opportunities
Prohibited Grounds

Also referred to as **protected characteristics**

- Country of origin, nationality, ancestry, race, colour
- Religion, belief system or creed
- Sex, sexual orientation, gender
- Disability
- Marital or family status
- Receipt of public assistance
- Age, physical size or weight
What is Harassment?

Inappropriate conduct, comment, display, action or gesture by a person that is:

- based on prohibited grounds
- unwanted and unwelcome
- behaviour which a “reasonable person” would know (or ought to know) would be humiliating, intimidating, offensive
- constitutes a threat to health or safety
Harassment can include:

- Unwelcome physical contact
- Inappropriate looks or gestures
- Circulating offensive materials
- Persistent criticism and unreasonable demands
- Harassing emails or posts to social media sites
- Offensive jokes
- Malicious gossip
- Insulting and demeaning verbal comments
Sexual Harassment

Conduct, comment, gesture or contact of a sexual nature that is offensive, unsolicited, or unwelcomed

Examples of Sexual Harassment:
• Staring, leering or gesturing
• Sexual jokes, innuendoes or teasing
• Persistent and unwanted flirting, requests for dates, gifts, phone calls, love letters
• Gender-based comments such as those about sex life or body parts, or gender derogatory comments
• Unwanted touching, patting, rubbing against or pinching
• Stalking, rape and other explicit sexual aggression
Prevalence of Sexual Harassment or Sexual Violence Among University Students

- 21% of university students in Canada state they have been sexually assaulted
- 70% – 90% of university students who are sexually harassed experience the harassment from another student
Prevalence of Sexual Harassment or Sexual Violence Among University Students

A Canadian Labor Relations survey (2018) reports:

- Of the reported cases of workplace sexual harassment, 55% were perpetrated by co-workers.
- The percentage of sexual harassment cases involving a supervisor or manager, was 39%.
- Sexual harassment by a client or customer was 13%.

What is Personal Harassment?

**Personal harassment** refers to objectionable and unwanted behaviour with no legitimate purpose that is:

- not based on a prohibited ground, but which constitutes a clear pattern of mistreatment by a person who knows, or ought reasonably to know, that the behaviour is unwanted and/or unwelcome, and
  - a) would create a hostile, intimidating, or humiliating environment for working or learning; and/or
  - b) adversely affects an employee/student’s psychological well being
Why is a Respectful Workplace Important?
• It supports a good mental health in the workplace
• Holds people responsible for their actions
• Fosters a workforce that embraces diversity
• Improves working relationships
• Improves problem-solving and conflict resolution
• Increases productivity and engagement
• Reduces workplace stress
• Supports a workplace culture of fairness and equity

Source: https://blog.shepell.com/respect-in-the-workplace-why-its-important-and-how-we-can-help/
How do we create it?

- Recognize and value diversity
- Value the contributions of all employees
- Positive communication and collaboration (team work)
- Equal and fair treatment to all
- Listening to others
- Ensuring communication, feedback, and workload planning
- Ongoing education
Exercise 2

1. What are the various forms of disrespect you might see on campus or within your department? (Think about low level and high level behaviours.)

2. What are the effects of harassment, disrespect, discrimination and bullying on the individual?
Consequences…
of Harassment and Discrimination for the Individual

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What is the Difference between Offensive and Harassment?

- Not everything that causes concern or gives offense is harassment.
- If this were true, then no interaction is safe.
- Harassment is a serious accusation which should not be used as a label for petty acts and foolish words.
- We are not perfect. All of us, on occasion, say thoughtless, or insensitive comments.
What is not Harassment?

- Appropriate disciplinary action
- Insistence on academic excellence
- Academic study of controversial topics
- Appropriate direction of the workforce
- Correction, grading or assessment of academic work
- Mildly bothersome behaviour which is not harmful
- Relationships or interactions of mutual consent
- Jokes and teasing that are not offensive to others
- Practices required or permitted by law
Focus on Impact

If our intent was not malicious but the effect was negative, we must acknowledge, apologize for, and change our behavior, even when we meant no harm.
Exercise 3

1. What suggestions do you have that could be implemented to increase respect within our University community?
Accessing Support

The Respectful University Policy

- The purpose of this policy is to support a respectful workplace and learning environment through the prevention and resolution of harassment and discriminatory incidents.

This Policy covers BAHD Behaviours:

- Harassment
- Personal Harassment or Bullying
- Discrimination
- Systemic Discrimination
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www.uregina.ca/hr/services/respectful-university-services/index.html
UR Respect

Questions or Concerns???

thank you