

Learn it. Live it. Pass it on.

Introductions

- ▶ Don Beaton, Commissioner of Corporate Services
- ► Louise O'Dell, Director of Human Resources

New Regional Program Launched November 27, 2019

- ► E-Learning Module based on Regional Policies
- Campaign Video launched featuring staff and bargaining unit representatives

New Regional Program Launched November 27, 2019

- Support from all levels of staff
- ► Based on the Region's Healthy Workplace Policy

Program designed to create an environment that supports employees:

- Expectations: Employees are respectful and considerate in their interactions with one another, customers, clients and the public
- Civility and respect are based on demonstrating esteem, care and consideration for others and acknowledging their dignity

Ties to Healthy Workplace program

- Protect and Enhance Individual Psychological safety
- ► Augment Personal Health Practices
- Deliver innovative practices for the Health, Safety and Wellness Program
- Employee commitment to demonstrate respectful and professional behaviours

When civility and respect are missing in the workplace:

- Leads to emotional exhaustion
- Increase in health problems burnout, anxiety, aggression, stress
- Greater conflict
- Job withdrawal
- Inhibits teamwork and erodes trust

Positive Work Environment

Part of a respectful work environment includes taking active, conscious steps to contribute positively:

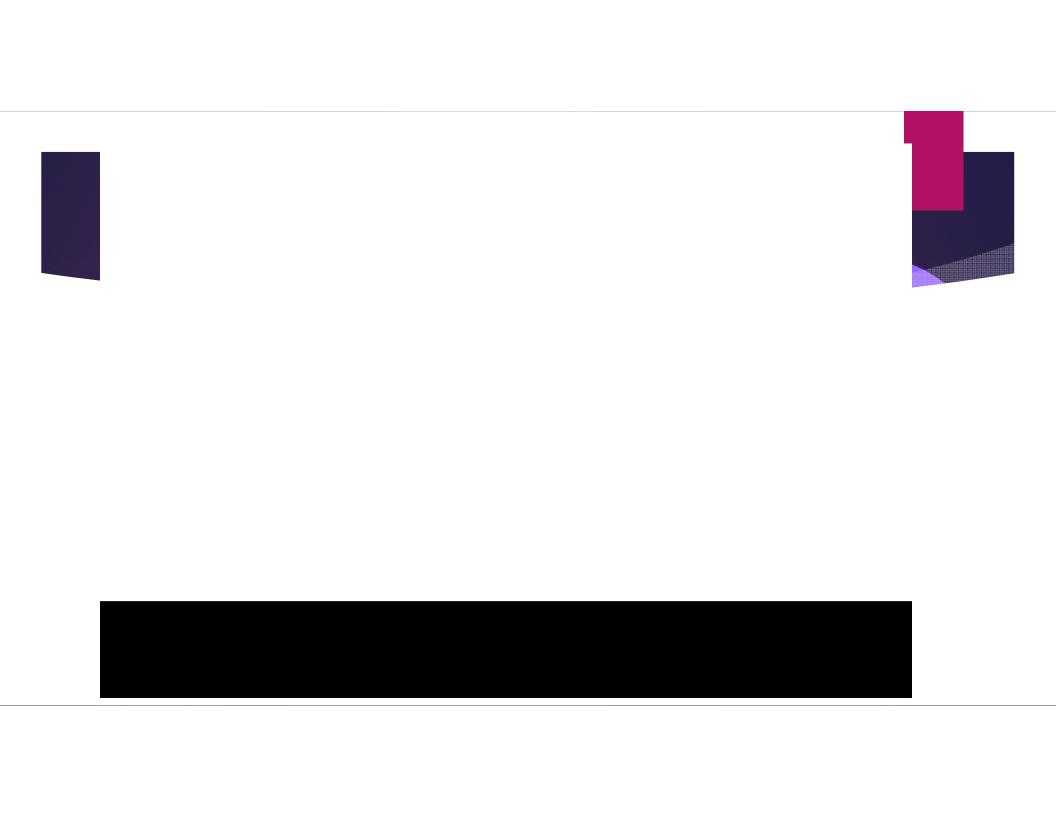
- Accept personal responsibility
- 2. Respect other people's comfort zones
- 3. Have a positive attitude
- Don't gossip
- 5. Demonstrate professionalism

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- ► Course is Mandatory for all staff to take by end of 2020
- ▶ Both in-person group training and self e-training

Campaign Video

- ► Each Participant was asked "What does Civility and Respect mean to you?"
- ► Enthusiastic response from bargaining units and staff to participate



Township of Uxbridge

- Pleased to make the video available as well as the e-learning
- Share our policies and procedures with your team to customize to Uxbridge

Questions