Learn it. Live it. Pass it on.

Civility & Respect in the Workplace

Introductions

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

Civility & Respect in the Workplace

New Regional Program Launched November 27, 2019

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

Civility & Respect in the Workplace

New Regional Program Launched November 27, 2019

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

Civility & Respect in the Workplace

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

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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

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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:

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

*2018 Bernardi Human Resource Law LLP

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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

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Campaign Video

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

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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

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Questions