

CREATING A RESPECTFUL WORKPLACE

A respectful workplace can help address the root causes of sexual harassment. A respectful workplace is one where:

- Everyone feels safe and is treated fairly,
- Interactions are guided by human rights, and
- Different backgrounds and ideas are respected and valued.

How can a respectful workplace be created?

It's everyone's responsibility in an organization to create and maintain a respectful workplace!

Leaders: Set the tone



Develop policies that define unacceptable conduct and consequences.



Model **respectful behaviour**.



Respond and **investigate** all reports promptly.



Promote diversity and inclusion at all levels.



Educate workers on workplace sexual harassment and expected conduct.



Prioritize teamwork over competition.



Support continuing education on topics like gender-based stereotypes/myths, power dynamics, trauma-informed workplaces, and bystander intervention.

Workers: Build and maintain the culture

Communicate professionally:

Use names and preferred pronouns, listen actively, and avoid gossip.

Practice inclusion:

Embrace diverse viewpoints and use inclusive language.

Support colleagues:

Offer help in challenging workplace situations.

Address misunderstandings through direct conversations.

Be an active bystander:

Speak up against inappropriate behaviour.

Own your actions:

Apologize when your behaviour falls short of expectations.

Respect your colleagues' boundaries.

Behaviours to avoid:

- Demeaning or patronizing language.
- Misgendering.
- Interrupting or speaking over others.
- Offensive jokes or nicknames.
- Spreading rumours or gossip.
- Intimidating body language.

Remember: creating a respectful workplace helps prevent the root causes of workplace sexual harassment!

Want **FREE LEGAL ADVICE** or **FREE TRAINING** on workplace sexual harassment?

Contact SHARP Workplaces:



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Website: **clasbc.net/sharpworkplaces**



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