The Respectful Workplace

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One of the hallmarks of our diversity education programs is our approach to communication and interaction. We work from an "open communication" model that provides participants the opportunity to interact fully without having fingers pointed at them, or resorting to "political correctness". This approach, we have found, encourages straightforward dialogue and represents the model for communication that participants will bring back into their workplaces. It is of particular importance that the program content and design is very "hands on" and interactive.

While the overall intent of the program is to raise awareness, it is also important that participants currently in leadership roles understand what is expected of them, their legal exposure with respect to Human Rights and legal boundaries, and how to manage any issues and situations that may arise post-training in the workplace.

Content Overview

- Introduction and a Definition of Respectful Workplaces
- Individual Attitudes and Belief Systems
- Human Rights Codes and Grounds of Discrimination
- Getting Clear on Workplace Harassment
- Creating Workplace Environments of Mutual Respect

Program Details

Session Length: Manager Program – 1 day
Individual Contributor Program – 1/2 day

Number Of Participants: 8 - 20

Outcomes

Participants will learn how to:

- Define respectful treatment in the context of the workplace in today's environment.
- Examine attitudinal discrimination and belief systems and delineate their affect(s) on respectful treatment.
- Distinguish acceptable and unacceptable workplace behaviour and comment and to examine Workplace Harassment as a barrier to respectful treatment.
- Focus on how to create respectful environments and how to address issues as they arise.
- Understand the implications and responsibilities of the "directing mind" concept as it relates to Workplace Harassment in the Canadian business context. (Manager Program)
- Provide leadership and manage diversity with today's workforce and business realities. (Manager Program)