

# Respect & Dignity

Annual Review Fair  
Continuing Care

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Saskatoon - Urban



Saskatchewan  
**Health Authority**

# Respect & Dignity

## Principles

- All individuals have the right to be treated fairly and deserve mutual respect and dignity.
- Everyone has the right to work in a safe, respectful work environment.
- Everyone has the personal responsibility for developing constructive and respectful work relationships.
- Every individual will be supported to use collaborative problem solving when resolving disputes.
- Every individual is accountable to comply with the behavioral expectations set forth in Homes and the SHR Respect and Dignity Policy.

# Respect & Dignity

## Prevent Disrespectful Behavior in the Workplace

- Take responsibility for your own actions.
- If your behaviors are unwelcome, stop the behavior.
- Don't make assumptions - don't assume that a lack of comment means people are not offended.
- If you see others engaging in offensive behavior suggest they stop it.



**It is the responsibility of all staff to promote and model a respectful and harassment free workplace.**

# Respect & Dignity

## Definition of Harassment

Any inappropriate conduct, comment, display, action or gesture by a person that either:

1. Based on race, creed, religion, color, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of origin; or adversely affects the worker's psychological or physical well-being and that the person knows or ought reasonably to know would cause a worker to be humiliated or intimidated.
2. Constitutes a threat to the health or safety of the worker.

# Respect & Dignity

## Harassment

- **Sexual Harassment** means any conduct, comment, gesture or contact of a sexual nature that is offensive, unsolicited or unwelcome.
- **Workplace Harassment** means repeated, health harming mistreatment by one or more people by verbal and/or physical abuse, threats, intimidation, humiliation, work interference, sabotage, exploitation of known vulnerability, or combination of any of the above.



# Respect and Dignity

## Employee Responsibilities

- Eliminate the Harassment:
  - Take responsibility for your own actions and behavior. **When in doubt, don't say it, don't do it.**
- Employees are also responsible for creating and maintaining a respectful workplace. Employees are responsible to understand the process for addressing concerns regarding harassment.
- All employees must refrain from causing or participating in the harassment of another employee.
- If exposed to harassment, report to manager and follow home protocol.



# Respect and Dignity

Harassment Behaviors	Behaviors that Do Not Constitute Harassment
<ul style="list-style-type: none"><li>• Unwelcome remarks, jokes, innuendoes</li><li>• Insulting gestures or taunts causing embarrassment or offence</li><li>• Disparaging written materials</li><li>• Unwanted contact or attention</li><li>• Ostracizing</li><li>• Threats, bullying, or coercion</li><li>• Actual or threatened physical assault</li><li>• Verbal assault/Sexual Assault</li><li>• Malicious gestures or actions</li><li>• Serious abuse of authority</li></ul>	<ul style="list-style-type: none"><li>• Legitimate and constructive feedback regarding work performance</li><li>• Disciplinary measures taken by a manager in good faith for valid reasons</li><li>• Expressing opinions that are different from others, unless those opinions fall within the prohibited grounds</li></ul>

# Respect and Dignity

## The Right to Lodge a Complaint

Every individual is entitled to a work environment that is free of harassment. If you believe you are a target of harassment you have the right:

- To lodge a complaint and to have your complaint acted upon in a timely manner.
- To lodge a complaint without retaliation or discrimination.
- To be accompanied by representation during the investigation/resolution process. In-scope personnel have the right to a Union delegate and out-of-scope employees to legal counsel.





# Respect and Dignity

## Employer Responsibilities

The Occupational Health and Safety Regulations, 2020 (Section 3-25) has outlined employer responsibilities on Work Place Harassment.

### *Highlights*

- An employer, in consultation with the committee, shall develop a policy in writing to prevent harassment
- An employer shall:
  - (a) implement the policy developed pursuant to subsection (1)
  - (b) post a copy of the policy in a conspicuous place that is readily available for reference by workers.

Please refer to The Occupational Health and Safety Regulations – 2020 for more information

# Respect and Dignity

## References

- [Respectful Workplace former SHR policy7311-30-001](#)
- [Workplace Harassment former SHR policy7311-30-022](#)
- [The Occupational Health & Safety Regulations - 2020](#)