

Respect

We all deserve to work in an environment that is respectful and fair
Treat others as *you* would want to be treated. Give respect to get respect!

What does a respectful workplace look like?

- Good teamwork with positive spirits
- Less conflict among co-workers
- Conflicts are addressed as they occur
- Respectful leadership at all levels

What happens in a respectful workplace?

- People feel appreciated, cared for and are considerate of others
- Each person is treated with fairness and feels valued
- Stigma and disrespect are not tolerated

A respectful workplace leads to,

- job satisfaction,
- fairness,
- a positive attitude,
- improved morale,
- better teamwork,
- greater interest in personal development,
- enhanced supervisor-staff relationships
- reduction in sick leave, injuries and employee turnover
- increased return on Investment (ROI)!

Relationships at work that are positive, supportive, and empowering are critical to our sense of well-being.

Stigma is the use of negative, unfavourable attitudes, behaviors, stereotypes and labels when describing someone with a mental illness or physical impairment, or based on someone's age, sexual orientation, religion, culture, obesity, gender etc.

Stigma is a form of prejudice and discrimination that spreads fear and misinformation, labels individuals and perpetuates stereotypes.

Stigma = disrespect

Reducing stigma requires a change in behaviour and attitudes—moving toward acceptance, respect and the equitable treatment of people..

Stigma can be reduced. Change is possible. What it requires is a collective effort for everyone to help make a difference—at home, at work, in schools and on the frontlines of health care.

Tips for All Employees (including managers/ leaders)

- **Treat others with respect;** Respect everyone's dignity and human rights
- **Know the facts;** Think about what you consider 'differences'; be aware of your own attitudes and behaviour- it is possible to change the way we think.
- **Choose your words carefully;** Use appropriate language when referring to individuals.
- **Set an example;** Recognize and refrain from actions that offend, embarrass or humiliate others, whether deliberate or unintentional.
- **Educate others;** Express positive opinions and attitudes; role model appropriate workplace behaviour.
- **Approach the individuals involved** if you witness disrespectful behaviour.
- **Focus on the positive**
- **Include everyone;** Discrimination is against the law in Ontario

Managers and Leaders

- **Be a role model;** Managers should set a positive example for a respectful workplace.
- **Recognize and address** actions that offend, embarrass or humiliate others, whether deliberate or un-intentional.
- **Communication;** Ensure that employees feel comfortable discussing their concerns.
- **Empathy;** Identify with the employees so you are better able to understand their feelings and needs.
- **Fairness;** Treat all employees with respect and dignity.
- **Manage all disrespectful situations** with a view to correcting behaviour and preserving long term working relationships.
- **Ensure there are no reprisals** against employees making a complaint or participating in an investigation.
- **Provide support** to employees who are experiencing the effects of disrespectful behaviour.
- **Ensure that ALL employees** receive education regarding a respectful workplace.

Information adapted / retrieved August 2014 from...

<http://www.healthpolicyproject.com/index.cfm?id=stigma>

Mental Health Commission of Canada

<http://www.mentalhealthcommission.ca/English/issues/stigma?routetoken=a683dc35f66fddf04e2e677daba829b3&terminal=3>

Tips for employees and managers/leaders adapted from:

http://www.camh.ca/en/hospital/health_information/a_z_mental_health_and_addiction_information/stigma/Pages/stigma_brochure.aspx

<http://www.gov.mb.ca/csc/policyman/respect.html#one>

http://www.riskinstitute.org/peri/component/option,com_bookmarks/Itemid,44/catid,22/navstart,0/task,detail/mode,0/id,729/