



Fostering a Respectful Workplace

We have all been the Source, Target, Observer or Person of Authority of disrespectful behaviour

The following identifies what to do if you are the: **Source, Target, Observer or Person of Authority:**

Source
(Person who exhibits disrespectful behaviour)

If a 'target' / 'observer' approaches me, I:

- Listen, am curious, open to what the other person has to say
- Ensure I understand the concern
- Own my part
- Acknowledge negative impact, even though intention may have been good
- Ask what would be more helpful– what they need from me
- Apologize sincerely

Target
(Person who experienced disrespectful behaviour)

- Be solution focused
- Identify what was disrespectful, describe it without judgment
- Be curious – don't assume negative intent
- If a resolution cannot be met approach person in authority

Observer
(Has observed disrespectful behaviour happen to someone else)

- Check in with self, perceived target or source
- Encourage resolution
- Speak up (silence is action)
- Follow up

Person of Authority
(Has positional power over source, target and/or observer)

- Foster a respectful workplace
- Recognize when behaviour is disrespectful
- Encourage and support conflict resolution
- Take action when needed



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Resources

Respectful Workplace Policy

<http://home.wrha.mb.ca/corp/policy/files/20.10.090.pdf>

Organization and Staff Development

www.wrha.mb.ca/osd

Phone: 787-1582

WRHA's Intranet - Insite

<http://home.wrha.mb.ca>

WRHA's Website

<http://www.wrha.mb.ca>

Occupational and Environmental Safety & Health

<http://www.wrha.mb.ca/professionals/safety>

Employee Assistance Plan

<http://home.wrha.mb.ca/hr/eap/index.php>

Phone: 786-8880



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