



Did You Know?

Health PEI

What is the Respectful Workplaces Program?

All healthcare workers are entitled to a psychologically safe work environment; one free of disrespectful behaviour, discrimination, harassment and workplace violence. These behaviours can undermine an individual's self-respect and adversely affect work performance, well-being and overall productivity.

Health PEI has a core value of caring which is essential to our treatment of patients as well as our fellow employees. We all play an important role in promoting a culture of respect at work. In an effort to foster respectful workplaces, Health PEI has developed a Respectful Workplace Policy, guideline, and supporting materials.

Quick Facts about the Respectful Workplaces Program:

Purpose: To promote, establish and maintain a respectful workplace, our legal and ethical obligation

Scope: The program applies to all Health PEI employees Island-wide

Available Resources:

- The Respectful Workplace Policy and Guide
- Definitions of disrespectful behaviour (found in the Respectful Workplace Policy)
- Procedures for filing and acting on a complaint of workplace disrespect (found in the Respectful Workplace Policy)
- Respectful Workplace Formal Complaint Form (found in the Respectful Workplace Guide)
- The Respectful Workplace Guide which includes strategies for managing conflict at work
- On-site training in Respectful Workplace
- Additional resources on the Staff Resource Centre;
 - Q&A
 - Respect Poster
 - Birds of Different Feathers – Workstyle Assessment
 - Online Module and Quiz

For more information on the Respectful Workplaces Program or to schedule an education session, reach out to HR Wellness and Safety at healthpeihr@ihis.org