



## WHAT IS THE RESPECTFUL WORKPLACES PROGRAM?

All healthcare workers are entitled to a **respectful work environment free of disrespectful behaviour**, which includes **discrimination, harassment, and workplace violence**. Disrespectful behaviour undermines an individual's self-respect and adversely affects work performance, well-being and overall productivity.

Health PEI has a core value of **caring** which is essential to our treatment of clients as well as our fellow healthcare workers. **We all play an important role in promoting a culture of respect at work!**

To foster respectful workplaces, Health PEI has developed a Respectful Workplace Policy, guide, and other supporting materials.

### QUICK FACTS ABOUT THE RESPECTFUL WORKPLACES PROGRAM:

**Purpose & Scope:** To promote, establish and maintain a respectful workplace, our legal and ethical obligation. The Respectful Workplaces Program applies to all healthcare workers and workplaces of Health PEI.

#### Resources:

- The **Respectful Workplace Policy** which includes:
  - Definitions of disrespectful behaviour, discrimination, harassment and workplace violence
  - Procedures for filing and acting on a complaint of workplace disrespect
- The **Respectful Workplace Guide to Resolving Workplace Conflicts**:
  - Includes strategies for managing conflict at work & formal complaint form
- **Other Supporting Materials** on the [Staff Resource Centre](#):
  - Questions & Answers
  - Birds of Different Feathers – Workstyle Assessment
  - Respect Poster
  - Online Module and Quiz

For more information on the Respectful Workplaces Program, reach out to a member of the [Occupational Health, Safety & Wellness Team](#) or the [Labour Relations Team](#).