

## Respectful Workplace Statement for Employers

<b>Title:</b> Respectful Workplace Statement for Employers	<b>Description:</b> Respectful workplace statement for employers to acknowledge.	
<b>Effective date:</b> December 10, 2024	<b>Last review date:</b>	<b>Next review date:</b> January 1, 2027
<b>Owner:</b> Director, Innovation and Inclusion	<b>Updated by:</b> Director, Innovation and Inclusion	

A respectful workplace is one where all employees are treated fairly, difference is acknowledged and valued, communication is open and civil, conflict is addressed early, and there is a culture of trust, empowerment, professionalism, and collaboration.

Employees have the right to carry out their duties in an environment free from racism, discrimination, bullying, harassment, and all forms of violence.

Inappropriate conduct or comments by a person towards an employee that the person should have reasonably known would cause that employee to be humiliated or intimidated, are **not** tolerated in a respectful workplace.

These behaviours may be verbal, physical, in written form, online or electronic, a gesture or display, or any combination of these. Examples include but are not limited to behaviours such as:

- Physical or verbal aggression;
- Use of derogatory, insulting, or hateful speech;
- Unwelcome remarks, questions, jokes, or innuendos that are racist, sexist, ageist, or discriminatory in nature;
- Spreading of false and/or malicious rumours;
- Harmful hazing or initiation practices;
- Vandalism of property; and
- Inappropriate displays of sexually suggestive, pornographic, and/or offensive materials in the workplace; among others.

I have read this Respectful Workplace Statement and agree to provide a respectful workplace for the apprentices who will be training in my organization.