

YOU HAVE THE RIGHT

To a Safe and Respectful Workplace...

NO YELLING
NO THREATS
NO DEGRADING OR OFFENSIVE REMARKS
NO UNWELCOME PHYSICAL CONTACT
NO RUMORS
NO VERBAL ABUSE
NO INTIMIDATION
NO HARASSMENT
NO MALICIOUS GOSSIP OR RUMOURS
NO INAPPROPRIATE COMMUNICATIONS
NO BULLYING

Under the Harassment-Free Workplace Policy, harassment includes any objectionable or offensive behavior that is known, or should reasonably be known, to be unwelcome. It can be intended or unintended. The Policy also includes an updated definition of sexual harassment which includes gender-based harassment.

Prevention:

- Departments must foster and maintain a respectful work environment
- There is mandatory training for all employees, managers, and executive

Accountability and Transparency:

- Four resolution options that inform and empower complainant
- Failing to respond adequately to harassment is a violation of the Policy subject to discipline
- Bystanders witnessing harassment can report incidents
- Retaliation, including any negative or inappropriate action taken as a result of an allegation of harassment, is defined and prohibited

Support and Resources

Website: gov.nl.ca/exec/hrs

Harassment-Free Workplace Manager:

1.888.729.7690 (Toll Free) or 729.2497 (Local)

Employee Assistance and Respectful Workplace Division:

1.888.729.2290 (Toll Free) or 729.2290 (Local)

Streamlined and Responsive:

- Harassment-Free Workplace Manager is “single point of access” for making complaints
- Various communication checkpoints for complainants and respondents
- A 90-day timeline for all harassment investigations
- Roster of investigators from every department in government

Complainant Driven:

- Informal resolution options provide complainants with greater influence over resolution process and outcome
- When requested by a complainant, a complaint will be formally investigated