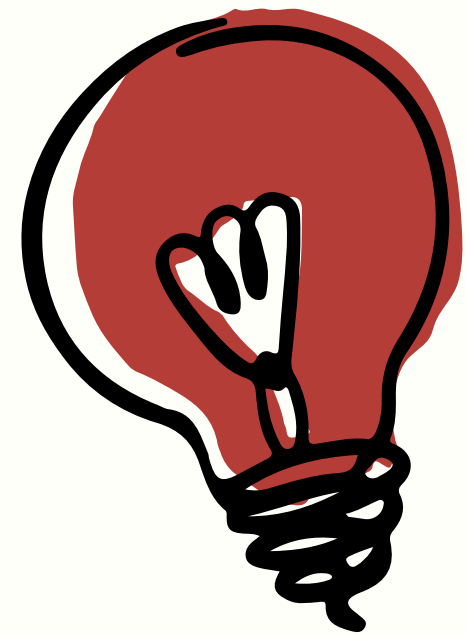




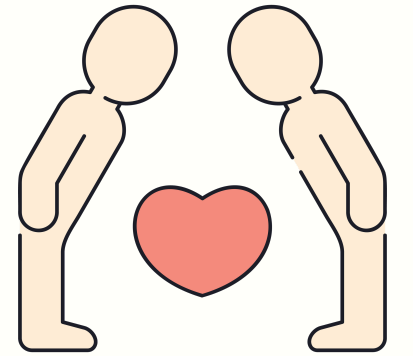
SUSTAINING A BALANCED & PRODUCTIVE WORKPLACE



JOIN US TO EXPLORE STRATEGIES FOR CREATING A POSITIVE AND HEALTHY WORKPLACE.

Let's encourage practices that support mental and physical health, leading to a thriving and engaged workforce.





A respectful workplace is the foundation of a healthy, productive, and inclusive organization. It ensures that all employees feel valued, safe, and supported while performing their duties. Respectful workplace practices promote professionalism, fairness, and positive relationships among employees, leadership, partners, and the community.

DEFINING A RESPECTFUL WORKPLACE



A respectful workplace is an environment where individuals treat each other with dignity, courtesy, and professionalism regardless of role, background, identity, or opinion. It is built on trust, accountability, and shared responsibility.

Respectful workplaces encourage open communication, collaboration, and mutual understanding. Employees are able to contribute their ideas and talents without fear of harassment, discrimination, bullying, or retaliation.

WHY IT MATTERS



IMPROVED MORALE

Boosts employee satisfaction
and engagement.



INCREASED PRODUCTIVITY

Healthy employees are more
focused and efficient.



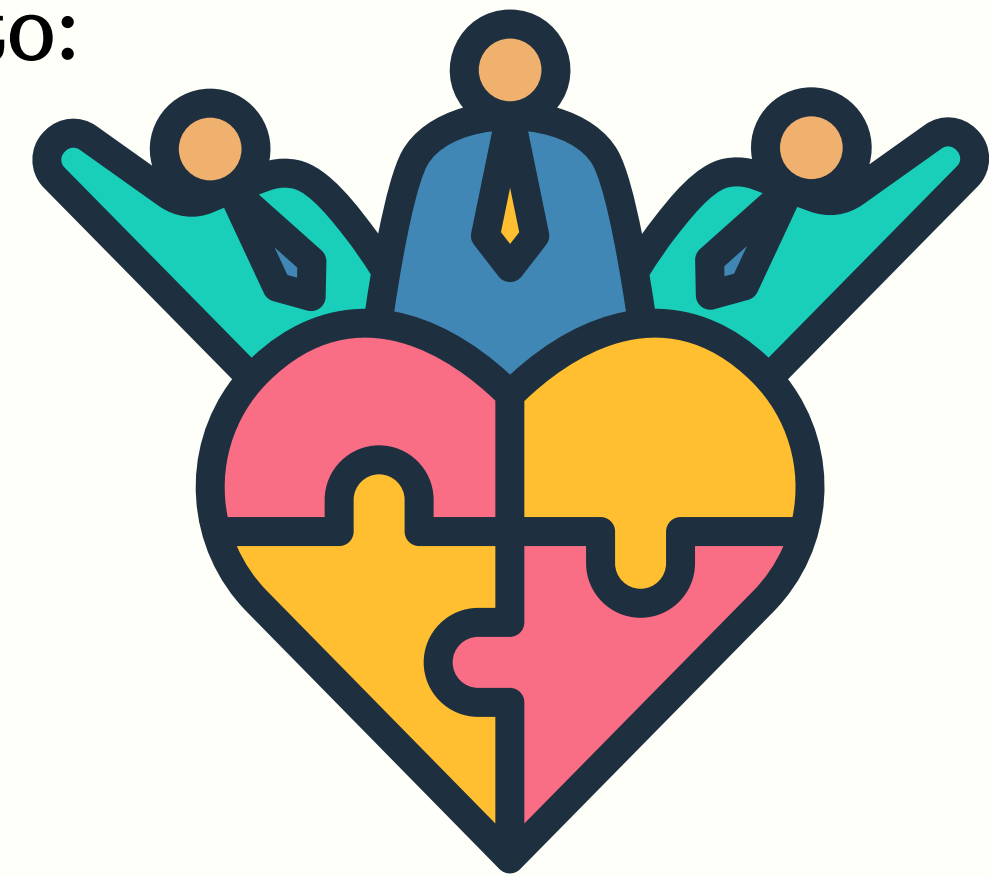
REDUCED ABSENTEEISM

Fewer health-related absences
benefit overall operations.

WHY RESPECTFUL WORKPLACE PRACTICES MATTER

Respectful workplace practices strengthen organizational culture and contribute to employee well-being and performance. When respect is embedded in daily interactions, it helps to:

1. Promote a safe and inclusive work environment
2. Improve teamwork and collaboration
3. Increase employee engagement and morale
4. Reduce workplace conflicts and misunderstandings
5. Support organizational values and professionalism
6. Strengthen trust between employees and leadership



Organizations that foster respect are more likely to retain talented employees and maintain strong relationships with clients, partners, and the communities they serve.

KEY PRINCIPLES OF A RESPECTFUL WORKPLACE



Dignity and Courtesy:
Employees should treat each other with politeness, patience, and professionalism in all interactions.



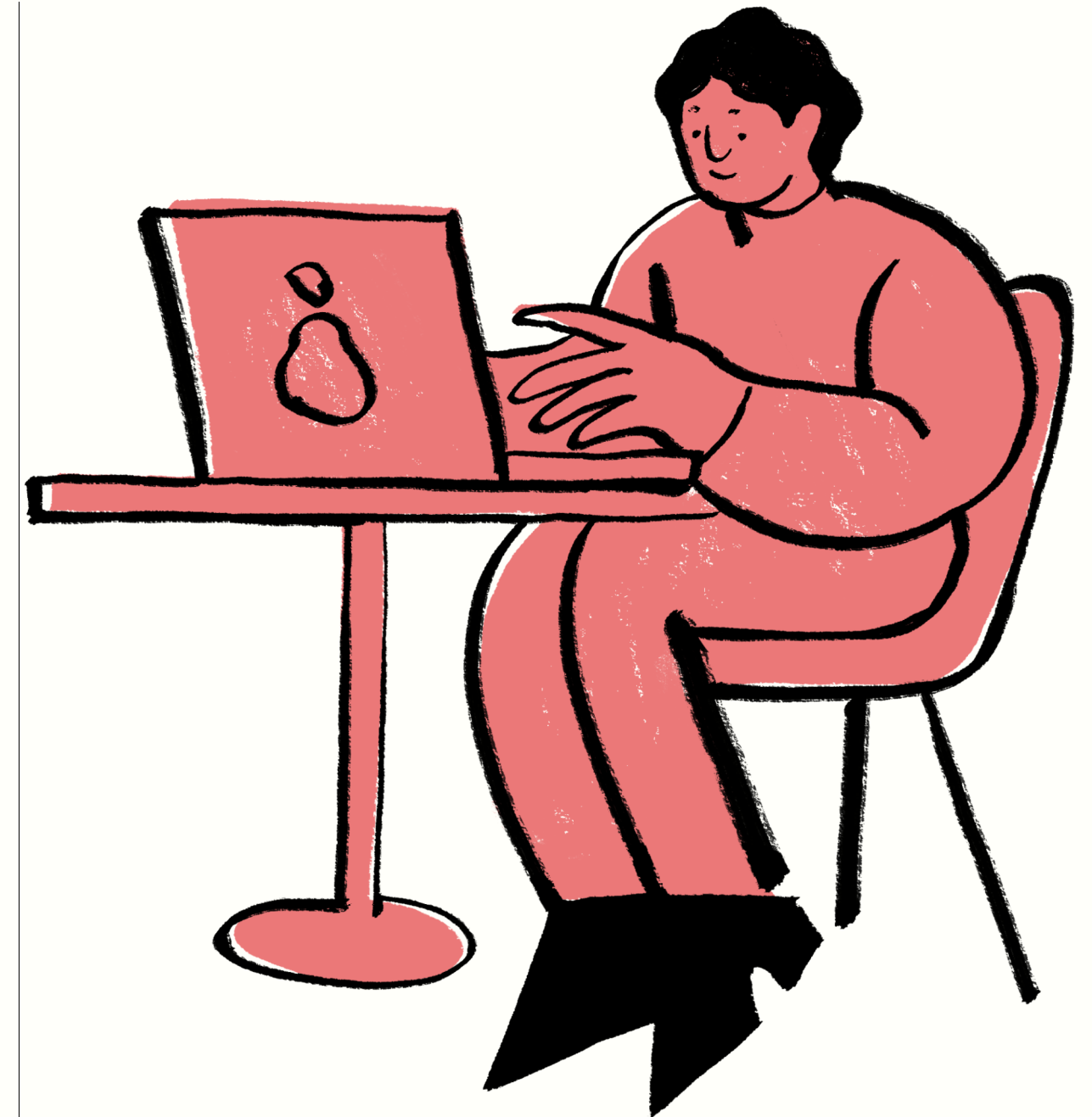
Inclusion and Fairness:
Everyone deserves equal opportunity, fair treatment, and respect regardless of their role, culture, background, or personal beliefs.



Professional Communication:
Open and constructive communication helps resolve concerns early and promotes understanding among colleagues.



Accountability:
All employees share responsibility for maintaining a respectful work environment. Leaders and supervisors also play an important role in modelling respectful behavior.





ZERO TOLERANCE FOR HARASSMENT & BULLYING

Harassment, discrimination, intimidation, or bullying of any form is unacceptable and will not be tolerated.



RESPONSIBILITIES OF EMPLOYEES AND LEADERS

Creating a respectful workplace requires commitment from everyone in the organization.

EMPLOYEES ARE EXPECTED TO:



- Treat colleagues, supervisors, and community members with respect
 - Communicate professionally and constructively
 - Avoid gossip, bullying, harassment, or discriminatory behavior
 - Report concerns or incidents through appropriate channels
 - Support a positive and collaborative work environment
-



MANAGERS AND LEADERS ARE EXPECTED TO:

- Model respectful behavior at all times
- Address concerns promptly and fairly
- Promote open dialogue and conflict resolution
- Ensure policies and procedures are applied consistently
- Foster an inclusive and supportive workplace culture

ADDRESSING WORKPLACE CONCERNS



Employees who experience or witness behavior that undermines a respectful workplace are encouraged to raise their concerns through appropriate channels. This may include speaking with a supervisor, manager, or the Human Resources department.



Concerns will be handled with professionalism, confidentiality where possible, and fairness to all parties involved.

BUILDING A CULTURE OF RESPECT

A respectful workplace is not created by policy alone, it is built through everyday actions and shared values. Small acts of kindness, professional communication, and mutual understanding contribute to a culture where employees feel valued and motivated.

By working together and demonstrating respect in all interactions, we can create a workplace where everyone can succeed and contribute meaningfully.





Thank you for taking the time to support our commitment to a respectful workplace. Creating a safe and inclusive environment is a shared responsibility, and we appreciate your role in it.

For questions or to report a concern, please contact Human Resources:

✉ hr@glooscapfirstnation.com

☎ 1 (902) 684-0165 ext. 239

You may also submit concerns anonymously through the [Anonymous complaints Submission](#), on the HR Info Zone.

All reports will be handled with care and confidentiality, in line with our policies.

Wela'lin

WELA'LIN FOR JOINING THE RESPECTFUL WORKPLACE MOVEMENT!

Thank
you

