Respect
From the Classroom to the Workplace
Respect in Training Institutes and the Workplace

- Why it is important?
- Hold that thought.

- Apprentice/Mentor
- Supervisors/Foreperson/Apprentice
- Male/Female/Non-binary
- New combers/locals
- Women/Women
Create a Vision of Yourself

• On a piece of paper write 3 to 4 words you want your co-workers and employer to use when they describe you.

• Keep this vision to yourself.

“Bear in mind that your own resolution to succeed is more important than any other.”
— Abraham Lincoln
How Do You Become Your Vision?

- Will you model respect despite gender, sexual orientation, nationality, religion etc.?  
- Will you be inclusive?  
- Will you put in an honest day’s work?  
- Will you be punctual?  
- Will you be a team player?  
- Will you handle conflict with maturity?  
- Will you refrain from backbiting and gossip?  
- Will you have integrity and high morals?
What workplace behaviors get people off track from meeting their career goals?
What is Disrespect?

Harassment

Comments or conduct which are abusive, demeaning, or vexatious, that are known or ought reasonably known to be unwelcome.

Can be intentional or unintentional.

Changes to the Occupational Health and Safety Regulations will come into force on January 1, 2020 in NL

www.workplacenl.ca

www.gov.nl.ca

Sexual Harassment

Sexual harassment is defined as a course of unwanted unwelcome behaviours’ of a sexual or sexist nature that makes a person feel uncomfortable or unsafe.

The law recognizes the IMPACT of harassment to the victim, NOT the INTENT of the person doing the harassing.

Forms include:

• Visual
• Verbal
• Physical
What is Disrespect?

Bullying & Intimidation

The repeated mistreatment of an individual in the workplace by one or more perpetrators, that may be considered inappropriate workplace behaviour.

Related to other forms of harassment, including sexual harassment and discrimination.

Discrimination, Stereotypes & Bias

Discrimination is the refusal to employ or continue to employ, or deny a right, benefit or opportunity based on a prohibited ground of discrimination as outlined in the Human Rights Act, 2010.

Stereotypes are an over-generalized belief about a particular category of people. Stereotypes are generalized because one assumes that the stereotype is true for each individual person in the category.

Bias is prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.
Impact vs. Intent

"But I didn’t mean it!"

Most of us do not intend on offending, disrespecting or hurting someone, however the impact it has is what matters in the workplace.

If you say something and you make someone feel seriously uncomfortable, it’s now on you to give serious consideration to why that person might feel that way.

What you think you said may not be what they heard.
Consequences of Harassment (on the victim)

Physical, Social and Work

• Loss of Sleep
• Loss of Appetite
• Headaches
• Panic Attacks
• Stress on Family and Relationships
• Loss of Concentration

• Loss of Productivity
• Depression
• Anger
• Post Traumatic Stress
• Absenteeism
• Turnover…
Teamwork!

What You Can Do To Help....Be More Than a Bystander

• Do something when you hear or see something disrespectful
• Refuse to join in
• Offer your presence, support the target
• Distract the perpetrator
• Say something “What you are doing is wrong.”
• Do not intervene at the expense of your own safety
• Build a Tool Box of responses
What is more important?

A. Knowledge of the trade?

B. Ability to get work done with others?
Everyone is Different

But we have to work together

- Introvert vs. Extrovert
- Loud vs. Quiet
- Emotional vs. Calm & Cool
- Thinkers vs. Doers
- Leaders vs. Followers
- Methodical vs. Impromptu
- Visualize vs. Write it down
- Male vs. Female vs. Non-Binary
Work Teams have Big Goals…
Respect in the Workplace

• Why it is important?

• Now you know!
womenapprentices.ca
wrdc.ca
Questions?