

**As part of the process, we ended our evening with some brainstorming in small groups around 3 questions:**

- 1. If you are currently experiencing or see someone experiencing workplace harassment or bullying, what can you do?**
- 2. What can we do to prevent workplace harassment or bullying?**
- 3. What can we do to advocate for a healthy workplace free of workplace harassment or bullying?**

**These are the notes as recorded by the groups.**

## **1. Action**

Must take action

- Tell someone
- Tell harasser behaviour is unwelcome
- Approach supervisor
- Approach union - support
- Get support ie EFAP
- File with OH&S
- Documentation of everything

Record the incident ex voice recorder/witnesses

Talk to someone, approach the victim to office assistance

More timely investigations

Ombudsman

Factor of 3 (at least 3 people) to say not going to put up with this

Peer support group members from outside workplace

Educating as to what is harassment

Safe place to talk

Repercussions to bullies for non-compliance

## **2. Prevention**

Culture of zero tolerance

Education at the school level (carry beyond playground bullying & take it into workplace situations)

Encouraging open dialogue (blog to share)

Good anti harassment policy

- Keep it current
- Follow it
- Know what your rights are

Give people the skills to deal with conflict at a young age

Steven Hammond book – on harassment in the workplace & what employers need to know

Model the way as leaders

Anonymous registration of bullies

- List of employers with infractions

Schools should be encouraged to not only talk o bullying, but find solutions

Broken window theory

- Bystander theory
- Need a new norm
- Don't enable
- Encourage the witnesses to come forward

Shorten the process – CRITICAL

Have to feel safe to come forward

- Employers can't dismiss the victim/witness by such phrases as "It's just the way they are"

Strategic plans based on love and kindness

- Book – Love Leadership Gregg Conklin (sp)

Raise public awareness

- Too much of a culture of shame

Bully has no self reflection

If bully points out their misgivings "Oh I'm just a bitch" or "I speak my mind", they somehow things its' okay then

Recognition/Reward programs in the workplace

Competency tests prior to hiring

Coaching programs for managers

Implementation of a harassment policy – ensuring understanding

Creating/fostering an open environment for people to bring complaints forward

Monitoring/awareness of workplace environment t& culture

Proactive approach vs reactive

Training for employers and employees

Build in some independence/separateness from employer of complaints & investigation process “ombudsperson”

### **3. Advocacy**

OH&S – process/implementation process that works – mediation group (in house)

Government

Accountability

Consequences

Workplace Education

- Managers/management Investigation – Identification of Factors bullying: participants/roles/behaviour/impact
- Employees: what it is, how to behave, how to complain

Independent Resolution Mechanism

- Early intervention
- Mediation/conflict resolution

Change of Behavior/Organizational Values

Awareness Campaign Policies – Zero Tolerance

Pressure from Outside

- Government
- Community (Profiled Individuals)

Transparency by Organization

Education Children/School Age Concepts

Empowering Unions/Professional Groups – Organizations

Press

Networks (Powerful to exert pressure to change)

Build & Investigate – Success Example – Other Organization

- “Model” “Business”

EAP/Investigator/Conflict Resolution Saskatchewan