

Ensuring a respectful workplace

Everyone deserves to work in a respectful environment. Discrimination is not part of a healthy workplace. We all have a role to play in ensuring a respectful workplace.

Defining a respectful workplace

A respectful workplace:

- Promotes health and safety
- Values diversity (the differences between people) and inclusion (equal access to opportunities)
- Values trust, fairness, professionalism, and integrity
- Sets clear standards for acceptable and unacceptable behaviour
- Has clear, open communication
- Has a process for resolving disputes

Defining discrimination

In B.C., all workers have the right to work without discrimination. Discrimination means negative treatment based on personal characteristics such as age, race, Indigenous identity, religion, disability, sex, gender identity, or sexual orientation.

Benefits of a respectful workplace

When people feel respected and accepted for who they are at work, they are:

- More satisfied with their jobs
- More likely to share their ideas, perspectives, and knowledge

And when diverse voices are heard and valued, it's easier to identify health and safety risks and to solve problems. This helps create a safer, healthier, more productive workplace.

What employers can do

- Set clear standards for acceptable and unacceptable behaviour at work.
- Treat others with respect and lead by example.
- Communicate clearly with workers.
- Ensure workers know the process for resolving disputes.
- Take prompt, appropriate action if you become aware of discriminatory behaviour in the workplace.

What workers can do

- Follow your workplace's standards on acceptable and unacceptable behaviour.
- Treat others the way you would like to be treated.
- Respect the diversity and contributions of your co-workers.
- Listen to others and be polite, even when you disagree with them.

Project:

Address:

Employer:

Supervisor:

Date:

Time:

Shift:

Number in crew:

Number attending:

Other safety concerns or suggestions:

.....

.....

Record of those attending:

| Name: (please print) | Signature: | Company: |
|----------------------|------------|----------|
| 1. | | |
| 2. | | |
| 3. | | |
| 4. | | |
| 5. | | |
| 6. | | |
| 7. | | |
| 8. | | |
| 9. | | |
| 10. | | |
| 11. | | |
| 12. | | |
| 13. | | |
| 14. | | |
| 15. | | |

Manager's remarks:

.....

Manager:

(Signature)

Supervisor:

(Signature)

For more information on health and safety requirements for crane operations in B.C., refer to the *Workers Compensation Act* and the OHS Regulation on worksafebc.com.