

Statement of Commitment

Respectful Workplace

The City recognizes its responsibility to build and maintain a respectful workplace where all employees enjoy an environment free of behaviours such as unlawful discrimination, harassment, disruptive workplace conflict, disrespectful behaviour and violence in the workplace.

It has been clearly stated by the Canadian and Manitoba Courts that an employer has a responsibility to provide a safe and healthy work environment, free from harassment and discrimination. Harassment based on race, national or ethnic origin, colour, religion, age, sex, marital status, family status, physical or mental disability, and/or sexual orientation is prohibited.

In July 2001, Council approved the Human Resources Strategic Plan (HRSP). One of the key success factors identified was “a positive, respectful, safe and healthy work environment” where “conflict is managed and differences are respected” in “an environment that supports the physical, psychological and social well-being of employees”.

The City recognizes that disruptive workplace conflicts and disrespectful behaviour can jeopardize an individual’s dignity and well-being and/or undermine work relationships and productivity. The City commits to providing a workplace built upon the principle of fair and respectful treatment in order to minimize these conflicts.

The principle of fair and respectful treatment is a fundamental one that the City commits to upholding for all employees and the public they serve. All City of Winnipeg employees have a responsibility to set an example through respecting the dignity and human rights of fellow employees, councillors, and the public.

Administrative procedures guide the organization in dealing with behaviours such as: discrimination, harassment, disruptive workplace conflict, disrespectful behaviour and violence in the workplace.