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Instructor Led Training Overview

Respect in the Workplace (2 hour)

Description

If left unchecked, disrespectful behaviours can set the path for micro-aggressions, harassment, and discrimination to thrive. That is why employees at all levels need to understand how respect is defined in the workplace, as well as examples of disrespectful behaviour in all its forms, and strategies to it effectively in the workplace.

Primary learning outcomes: Interrelate diversity, inclusion, bias, stereotype, and respect

- » Assess the behaviours and attitudes that define respect
- » Distinguish between forms along a continuum of disrespect such as harassment, bullying, and micro-inequities
- » Implement suggested strategies for responding to these forms of disrespect based on their role and different situations

Targeted audience

This session is ideal for anyone who wants to gain deeper insight into how to recognize disrespectful behaviour and use strategies to respond to disrespect.

Agenda

- » Review definitions
- » Respect
- » Concept, kinds, and elements
- » Behavioural continuum
- » Microinequities, microaggressions
- » Harassment and discrimination
- » Bullying and violence
- » Strategies to address disrespect

Additional resources available

Dillon, Robin S., "Respect", The Standard Encyclopedia of Philosophy (Spring 2018 Edition), Edward N. Zalta (ed.) https://plato.stanford.edu/archives/spr2018/entries/respect/

Hango, Darcy and Melissa Moyser, 2018. "Harassment in Canadian Workplaces". Insights on Canadian Society. December Statistics Canada Catalogue no. 75-006-X.

Salin, Denise., Oct. 1, 2003., Ways of Explaining Workplace Bullying: A Review of Enabling, Motivating and Precipitating Structures and Processes in the Work Environment.
https://doi.org/10.1177%2F00187267035610003

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