

Respectful Workplace Agreement

North Bay Regional Health Centre (NBRHC) is dedicated to providing compassionate, quality patient-centered care to each and every person for whom services are provided. The Health Centre is committed to promoting a culture of mutual respect and a work environment that is fair and free from bullying, discrimination and any form of harassment or violence. Providing a healthy environment where all people feel safe, secure and valued. The purpose of this statement is to outline Respectful Workplace Standards in accordance with the Ontario Human Rights Code and Health Centre practices and policies. The procedure outlines the rights and responsibilities of the Health Centre Community and identifies and provides direction to address inappropriate behaviours, the necessary support services, training and awareness as well as provide procedures for resolving complaints and encourage the reporting of incidents.

The Health Centre Community (which includes board members, staff, physicians, volunteers, students, contractors, patients and visitors) is expected to foster a positive, supportive environment by interacting in a manner that is respectful, honest, inclusive, with integrity and in accordance with the Mission, Vision and Values at any NBRHC site or when representing the organization. Each individual is responsible to act in a manner that is appropriate, professional and courteous towards others at all times. Each individual has a responsibility to advise the other party when it is felt their behaviour(s) has become unwelcome or is perceived to be in violation of this policy statement. Each individual has a personal responsibility to actively participate in the improvement of workplace relationships when either policy violations occur or conflict resolutions have broken down.

All employees, physicians, board members, volunteers, students and contractors will read and acknowledge the provisions of the Respectful Workplace Policy Statement upon hire. Employees will reaffirm their understanding of the Respectful Workplace Policy Statement with every Recognition and Development Review completed.

The Health Centre will investigate and deal with all complaints or incidents and take corrective action while maintaining confidentiality throughout the process or as otherwise required by law. The NBRHC will not allow any form of reprisal against those who report such an incident in good faith.

NBRHC will not tolerate any disrespectful behaviour(s), or violation(s) to Respectful Workplace, Workplace Harassment or Workplace Violence policies

I, as a member of the North Bay Regional Health Centre's Community, will conduct myself in accordance with the values-based behaviours and all applicable NBRHC collective agreements/Non-Union Terms of Employment, policies, legislation, professional colleges and within appropriate clinical and/or boundaries, maintaining a professional relationship when interacting with the Health Centre Community.

I have read and understand North Bay Regional Health Centre's Respectful Workplace Policy Statement and related Policies and Programs and commit to support and uphold a respectful workplace environment that is free from disrespectful behavior, bullying, harassment and violence. I understand that if I have any questions regarding these policies and programs I can ask my immediate manager/supervisor/designate, speak to someone in Human Resources or Occupational Health, Safety and Wellness.

Name (printed)

Signature

Date