

# National Respect Day, November 28, 2017

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The UHEW (Union of Health and Environment Workers) is proud to partner with DFO for the Respectful Workplace Campaign. Todd Panas has been the strongest advocate of this campaign and is the thriving force behind this initiative that was welcomed by Catherine Blewett, DFO's Deputy Minister.

The Respect campaign is the opportunity to build awareness on the need to have a respectful workplace.

Its aim is to inform every UHEW's members and DFO's employees that we are all part of it and that we all have a responsibility for improving the workplace.

It also aims at encouraging and supporting the dialogue on respect.



## VALUES IN THE WORKPLACE

- Encourage and support the dialogue and respect.
- Encourage the expression of diverse opinions and perspectives, while fostering collegiality.
- Invest time in better understanding people's needs and act upon it in the form of career aspirations, learning opportunities and recognition.
- Innovate or improve upon existing strategies, policies, or activities to strengthen and promote respectful workplace practises.

## WELLNESS IN THE WORKPLACE

- Advocate an overall environment of workplace well-being wherein employees were able to realize their potential, cope with normal pressures of life, work productively, and contribute positively to the organization.
- Promote work-life balance and general workplace well-being by managing/limiting excessive workload and work-related stress.
- Encourage reasonable efforts to protect the mental health of employees and promote a psychologically healthy workplace.

## EMPLOYMENT EQUITY

- Demonstrate leadership in advancing employment equity and diversity within the organization in such a way as to bring about a change in culture and the public service.
- Demonstrate commitment and actively contribute to the integration of employment equity and diversity within human resources and business plans, practices and programs.
- Create an initiative or program that addresses the unique needs of one or more designated groups or that improves corporate culture and shared best practices with other departments or agencies.



## RESPECT DAY DECLARATION



Treating all people with care, respect, dignity and fairness is fundamental to our relationship with the Canadian public and amongst our colleagues, and it contributes to a safe and healthy work environment that promotes engagement, openness and transparency.

A respectful workplace is one that values honesty, integrity, and diversity; conflict is addressed in a positive and respectful manner. The diversity of our people and the ideas they generate are the source of our innovation.

At the Department of Fisheries and Oceans and Canadian Coast Guard, management, employees and bargaining agents are committed to providing a workplace where respectful behaviours are promoted and disrespectful behaviours, such as harassment, bullying and discrimination are not tolerated.

## OFFICIAL LANGUAGES

- Demonstrate leadership in promoting both official languages in a way as to bring about change in culture reflected in an environment that is conducive to the effective use of both official languages.
- Demonstrate creativity in developing initiatives, implementing innovative projects, or carrying out another work (such as develop tools, best practices, etc.) that yield tangible results in advancing official languages on the public service, and shared best practices with other departments or agencies.