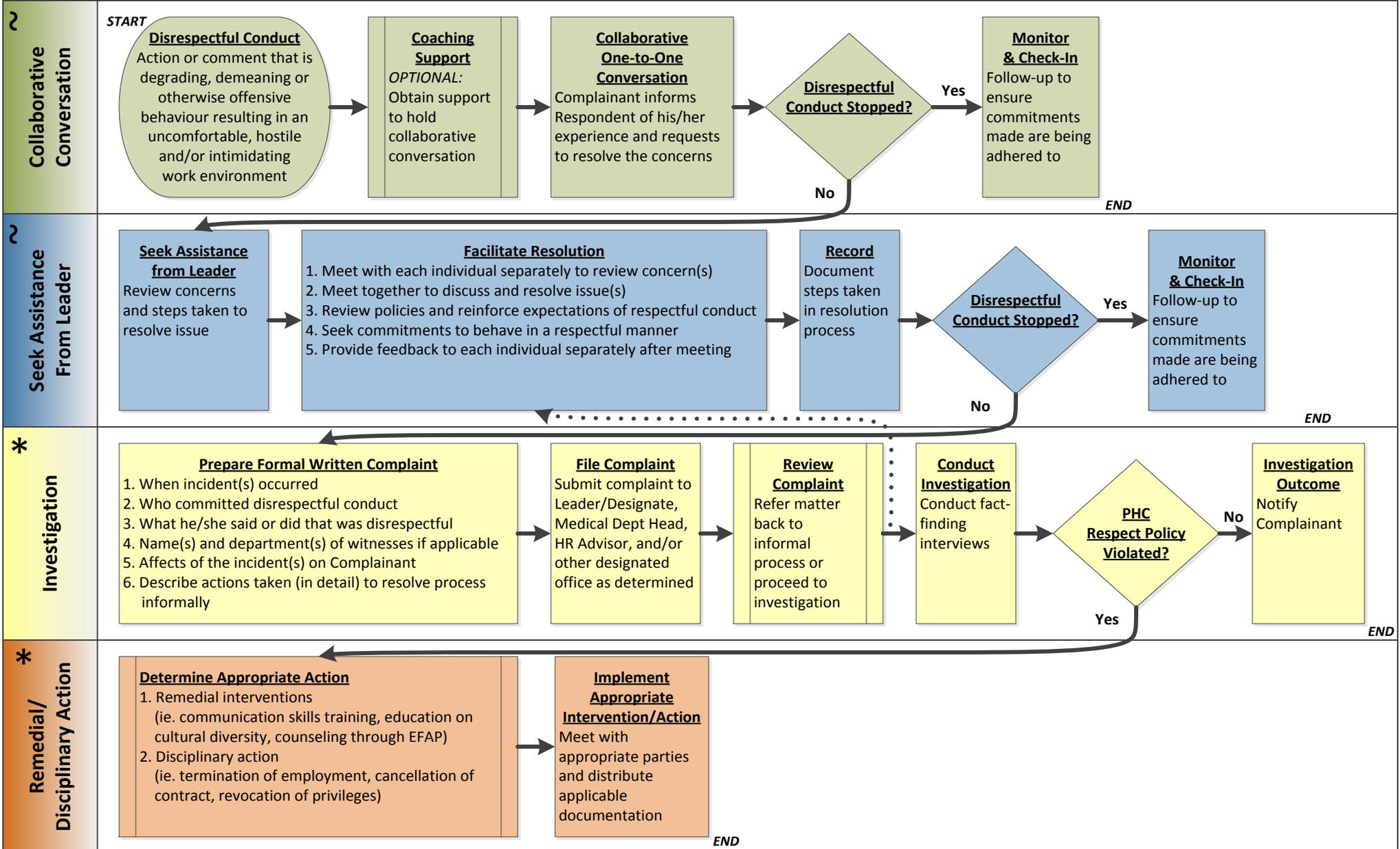


Disrespectful Conduct in the Workplace Resolution Process

March 2014



~ Informal Resolution Process * Formal Resolution Process ○ Start of Process □ Process Step/ Meeting ▨ Subprocess Step ◇ Decision

Note: This process does not preclude persons from advancing complains through the applicable collective agreement, relevant professional bodies, or the BC Human Rights Tribunal. In the event persons file complaints outside of this policy, PHC reserves the right to set aside the procedures outlined in this policy so as not to run parallel and potentially competing resolution processes.