

## PHC Respect Sessions: Helping raise the bar on how we treat one another

How do you want to be treated by others at work?

PHC work groups can explore this question together in a one-hour team session, “Respect at work: What is my role?” Respect sessions, developed by our Violence Prevention team, are delivered by Respect Ambassadors. On top of their core duties, Respect Ambassadors volunteer for intensive training and practice in delivering sessions, and then deliver sessions as requested throughout PHC. Over 550 PHC staff have participated in sessions so far.



Holding RESPECT, l to r:  
Tara McDonnell, Natasha Simonss, Jody Max, CaLien Forrest, Chantaal Buschman, Gwyneth Jones, Carrie Smith  
absent from picture: Jennifer Harcus, Ashley Payne

In each session, an Ambassador explains PHC’s Respect at Work policy, and guides the group in thinking through what it means to them. How to address the extremes of disrespectful behaviour, bullying and harassment, is explained, as well as how to address milder situations. The group discusses and demonstrates practical tips for talking with others about how you want to be treated.

Sessions help coworkers reflect on their experiences of respect at work. “We talk about how your experience may be different from someone else in the same situation,” explains Gwyneth Jones, a Respect Ambassador. “Often people realize they impact others in ways they hadn’t thought about. One person reflected on a past interaction, and realized that they might have been an ‘accidental bully.’” Although such insights do come up, Respect sessions are not intended to focus on specific problems, people or incidents. Instead, the group gains a shared understanding of how to better work together.

After a Respect session, the group is set up to give and get more respectful interactions at work. The Ambassador closes the session by inviting each person to declare a respect action: something s/he can do to make the workplace more respectful.

### Respect at Work for YOU

- To request a team session, send an email to [respect@providencehealth.bc.ca](mailto:respect@providencehealth.bc.ca). Include the name of your group and the leader’s name. You will not be identified.
- To see a 20-minute online module, visit <https://ccrs.vch.ca/Catalog.aspx?cid=4769>
- To check the latest updates, go to [www.providencehealthcare.org/RespectAtWork](http://www.providencehealthcare.org/RespectAtWork)

