CIVILITY, ENGAGEMENT AND RESPECT IN THE WORKPLACE

The issue of respect is often at center stage, for it affects fairly directly a person's life and personal chances. In our public and everyday life, many terms reveal the heightened sensitivity about disrespect: harassment, racism, sexism, ageism, class-ism, hate speech, and incivility, to name a few. Here, we'll discuss theory and practice, as well as applicable university policy and procedures, behaviors that may suggest workplace issues, and resources that can help solve problems.

Effective prevention strategies can help create a workplace that is free from destructive or inappropriate behavior, and can help facilitate a more professional and productive workplace. The focus of this workshop will center on Policy, Behaviors, and Resources. The program is designed to provide the opportunity to discuss respect and respectful behavior in the workplace, as well as provide tools to prevent harassment and other forms of prohibited discrimination before it occurs.

Agenda
- Policies that serve to prevent inappropriate behavior
- Methods for preventing unprofessional or disrespectful behaviors
- University resources that can guide, inform, or investigate misunderstood, harassing or discriminatory behaviors.

Objectives
- Explore ways you can contribute to creating a workplace culture of respect.
- Understand university policy on nondiscrimination and harassment.
- Understand the scope and complexities of hidden or unconscious or micro-aggressive behaviors.
- Know what you can do, or who you can turn to, to prevent and eliminate unprofessional or disrespectful situations in your workplace.

By using a basis of 'respect', this interactive workshop focuses on prevention, relevant policies, and resolution. This training program also explores the definition of prohibited harassment, the role of the organization in establishing and implementing relevant policies and procedures, the best methods for preventing and confronting inappropriate, disrespectful, and potentially harassing behaviors in the workplace. We'll review the role of the OAA/EOP, its responsibilities, policies and procedures, as well as the role of managers, employees and students.

This program can be customized to conform to any specific need.