



TOOLBOX TALK #1

RESPECT IN THE WORKPLACE



SEPLER & ASSOCIATES
Strategic and Respectful Approaches
to Contemporary Workplace Issues

INTRODUCTION

If people feel respected at work, it doesn't just affect their own well-being, but it affects the overall well-being, safety, and productivity of the entire crew.

When people feel respected, they treat others with respect, they offer help when needed, and they find better and smarter ways to work. On the other hand, when people feel disrespected, they show up in ways that can be problematic- they may treat others poorly, fail to be attentive to safety issues, and withdraw from social interactions.

THINGS TO REMEMBER TO HELP CREATE A WORKPLACE BASED ON RESPECT

- ✓ "Ribbing," hazing, ignoring, and insulting have a toxic impact. Even if someone doesn't object, or even laughs along with something, there is evidence that such behavior actually does harm to those observing or experiencing it.
 - It doesn't have to be serious all the time --there is nothing wrong with humor, as long as the laugh isn't at someone's expense.
- ✓ We may look back at how we were treated when we were new on the job and think that hazing new workers or letting them make their own mistakes is a tradition.
 - Welcoming people and helping them feel like they belong here is likely to have better results than hazing - and in this labor market, keeping people on the job means enough hands to keep the workload from getting out of control.
- ✓ Politics and religion are subjects that are values tripwires. We can easily upset someone by mocking or demeaning their views, or by aggressively asserting our own as "right."
 - It is best to refrain from these subjects while working, and particularly important to avoid trying to rattle someone by making a statement you know is inconsistent with their values.
- ✓ Identities, such as race, gender, age, and national origin, should never be the basis of a negative comment, a joke, an insult, or a stereotype. Not only are there potential legal and employment consequences for such behavior, but even a single incident can destroy people's sense of respect and begin to turn the workplace into a battleground.

CAWP's Respect in the Workplace Program is an industry initiative to promote the need to build a company culture based on mutual respect. Creating a work culture of respect will prevent workplace harassment and improve the well-being, safety, and productivity of all employees.

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