

RESPECTFUL WORKPLACE SURVEY

When it comes to Respect in the Workplace, everyone in every organization has one common goal: a healthy, positive, productive workplace. Your workplace should be a place you're proud to be a part of. It should be a place where bullying, harassment, and discrimination don't exist. This survey is a starting point for understanding employees' experiences of these behaviours to enable our organization to continually address these issues. Our goal is to improve and reinforce a psychologically healthy and safe workplace.

Rate your answer from 1 – 10. The higher your score the more you agree with the statement

1. People at work show sincere respect for others' differing ideas, values and beliefs.
2. Employees feel safe to raise issues with their superiors.
3. People treat each other with fairness, respect and consideration in our workplace regardless of age, gender, ethnicity, religion or sexual orientation.
4. Our workplace effectively handles "people problems" that exist between staff.
5. People in our organization intervene appropriately when they witness inappropriate behaviours.
6. Unnecessary, unproductive conflict is kept to a minimum in our workplace.
7. Our workplace has clear policies and procedures regarding bullying, harassment, abuse and discrimination and effective ways of addressing these behaviours.
8. Employee opinions and suggestions are considered at work, regardless of who they come from.
9. Supervisors, managers and leaders care about employees' emotional well-being.
10. Our organization makes efforts to prevent harm to employees from bullying, harassment, abuse and discrimination.

*(also see the Workplace Fairness – Workplace Health Scorecard Survey -
<http://workplacefairnesswest.ca/wfi-workplace-health-scorecard>)*

LEVELS OF ORGANIZATIONAL RESPECT

Level	Range	Score	Indications and Recommendations
1	Respect Deficit RED	10 - 50	<p>There is an endemic culture of lack of respect. Often this attracts prohibited grounds complaints under human rights legislation or harassment complaints under Occupational Health and Safety Legislation.</p> <p>In such workplaces, participants are often afraid of raising respect issues for fear of reprisals. Many feel psychologically unsafe working in such environments.</p> <p>A full range of interventions will likely be recommended including policy and procedure reviews, leadership development, psychological health and safety initiatives, and respectful workplace training.</p> <p>In such cases there are likely to be parts of the workplace that will require specific workplace interventions such as:</p> <ul style="list-style-type: none"> • Investigation • Assessment • Workplace Restoration • Training
2	Respect Challenged ORANGE	51 - 70	<p>This is a workplace that still requires help as it relates to maximizing respect issues in the workplace. Typically, interventions focus on leadership development and training and development. Also, some structure change might be recommended.</p>
3	Respect Aligned YELLOW	71 - 85	<p>This type of workplace has a culture of respect in the workplace. Typically, people feel safe raising respect issues and they are generally dealt with in a positive manner.</p> <p>Continuous improvement and reinforcement are necessary to sustain such a culture.</p>
4	Respect Optimized GREEN	86 - 100	<p>This is a workplace that makes respect a priority. In such workplace's participants are trained in respect issues and feel safe to raise issues with each other and with their managers without fear of reprisal. Such workplaces view respect as a compliance issue and make it a part of their corporate culture.</p> <p>Continuous improvement and reinforcement are necessary to sustain such a culture.</p>