

A civilized working environment that is free of harassment, discrimination, and violence.

We all contribute to maintaining and cultivating workplace harmony. No matter what our role is, it begins with acting respectfully toward everyone who works toward achieving the mission of our CIUSSS. Our CIUSSS is committed to protecting and ensuring such a work environment.

If you experience incivility, conflict situations, violence, discrimination, or harassment of a psychological or sexual nature, it is important to address and resolve the situation.

FIRST STEPS

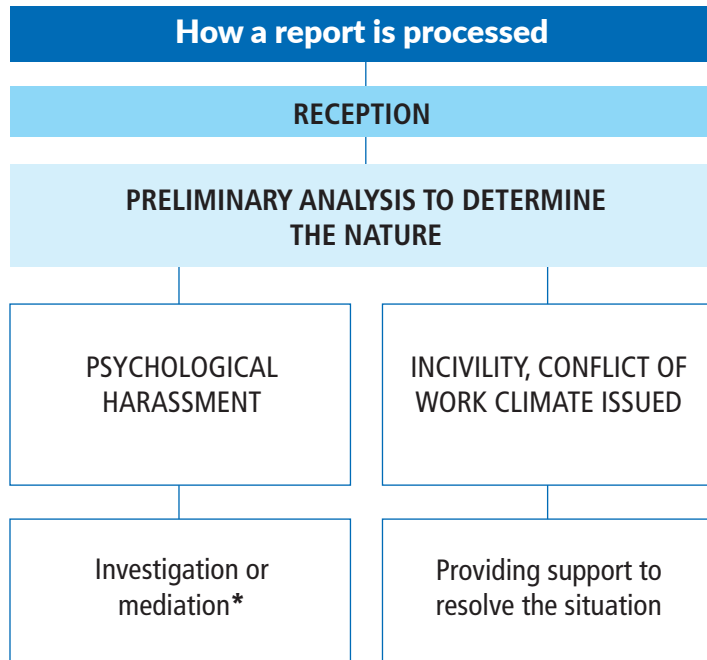
1. To the extent possible, try to resolve the situation on your own. Express your disapproval to the person in question and ask them to stop the offending behaviour. Act quickly to prevent the situation from escalating, continuing, or recurring.
2. If the situation persists, ask your immediate supervisor to intervene.
3. If the situation is not resolved despite the intervention of your immediate supervisor, ask your manager to intervene.

HOW TO REPORT A SITUATION?

If the situation cannot be resolved in the ways suggested above, you can at all times report the situation to us. The Civility Office is there to advise you and to help find solutions.

You can fill out the report form available on the intranet under My life at work/Civility Office or you can write to: lapourvous.comtl@ssss.gouv.qc.ca.

All reports are treated with confidentiality, neutrality and impartiality.



* The purpose of the investigation is to determine the merits of the allegations and to conclude whether the situation constitutes harassment as defined by law.

Mediation is a voluntary process for resolving differences, in which both parties call upon a neutral and impartial third party to help them find a mutually acceptable solution.

