

PINK SHIRT DAY FEBRUARY 24, 2021

LIFT EACH OTHER UP AND PROMOTE CIVILITY AND RESPECT IN THE WORKPLACE

BACKGROUND

BCNU encourages members to participate in Pink Shirt Day on February 24, 2021. Join us in taking a stand against bullying and learn more about what can be done to prevent and/or address this problem.

Bullying is very common in health care. If you see something, say something.

Suggested questions to start a conversation with members:

- What is workplace bullying?
- What can allies do to promote civility and respect in the workplace?
- What is a psychologically healthy and safe workplace?
- What actions can you take if you are the target of bullying?
- How can a BCNU steward help?

1. What is workplace bullying?

Workplace bullying is any inappropriate conduct or comment by a person towards a worker that the person knew or ought to have known would cause that worker to be intimidated or humiliated.

Bullying behaviour may include:

- Aggressive or frightening behaviour (including swearing, shouting, and intimidation by threatening violence).
- Spreading false accusations which result in a person being ostracized.
- Criticism, isolation, exclusion, humiliation, invasion of privacy, slanderous comments, and destructive gossip.
- Abusive, belittling, or intimidating phone calls and emails.
- Nasty practical jokes.
- Deliberate and unreasonable isolation or exclusion from work discussions, work communications, or other work- related activities.

Not every conflict or interaction an employee finds disrespectful will be defined as bullying.

Bullying behaviour does not include:

- Having a different opinion.
- Reasonable actions taken by an employer or supervisor in managing the workplace.



2. What actions can you take if you are the target of workplace bullying and harassment?

- Firmly tell the person to stop, if you feel comfortable to do so.
- Report the issue to your employer.
- Contact a BCNU steward.
- Follow the steps outlined in your employer's bullying and harassment policy.
- Document EVERY bullying and harassment interaction in a notebook or electronically with the following information:
 - Date and time
 - Location of interaction
 - Description of interaction
 - People involved
 - Witnesses
 - How you felt
 - Other applicable information
- Do not engage in retaliation of any kind.

3. What is a psychologically healthy and safe workplace?

A psychologically healthy and safe workplace is one that actively prevents psychological harm to workers and promotes mental health. This includes the elimination, and where elimination is not possible, the minimization of the potential for bullying and harassment.

Civility and Respect is one of 13 factors that make up the Canadian Standard for Psychological Health and Safety.

The Standard's 13 factors are:

- Organizational Culture
- Psychological and Social Support
- Clear Leadership and Expectations
- Civility and Respect
- Psychological Demands
- Growth and Development
- Recognition and Reward
- Involvement and Influence
- Workload Management
- Engagement
- Balance
- Psychological Protection
- Protection of Physical Safety

4. *What can allies do to promote civility and respect in the workplace?*

Allies are people committed to informed action and supporting individuals and/or groups that experience oppression. Allies recognize the need to initiate change even though they may not fully understand what it's like to be oppressed or experience discrimination because of their identity.

Here are some ways that allies could promote civility and respect in the workplace:

- Learn about the histories and experiences of people who have faced oppression because of their identity.
- Reflect on how your own actions (or non-actions) may be contributing to the oppression of others.
- Practice becoming more aware of your biases and how these might be shaping your words and actions.
- Become more aware of how you listen and what you listen for when you hear about an experience of oppression or discrimination.
- Amplify the voices of those who may not have the same privilege you do.
- Act with open-heartedness and compassion.
- Have open and honest conversations with your colleagues about workplace bullying and harassment, its potential impact on people and what can be done to minimize it.
- Model respectful, inclusive and professional behaviour at all times.
- If you witness bullying in the workplace:
 - Report it to your employer.
 - Contact a BCNU steward to inform them of what you witnessed.

5. *How can a BCNU steward help?*

- Provide members with information about the process to address bullying and harassment.
- Attend meetings with members.
- Assist with filing a complaint under the employer's policy.
- Represent the member if a grievance is filed.
- Help connect members with resources.

ADDITIONAL SUPPORTS AVAILABLE

- Joint Occupational Health and Safety Committee representative.
- Regional Occupational Health and Safety representative.
- Regional Mental Health representative.
- BCNU Occupational Health and Safety Department.
- Human Resources representative or employer designate under the employer's policy.
- Employee and Family Assistance Program (EFAP).
- Your health-care professional.
- Members under the Nurses' Bargaining Association get \$900 worth of private psychology appointments through extended health benefits.
- Local community groups.

WORKSAFEBC CLAIMS

Mental disorders arising from workplace bullying and harassment may be compensable. Please file a compensation claim for any time missed from work due to workplace bullying and harassment.

If your WorkSafeBC claim gets denied, contact the BCNU Head Office and ask to speak with the WCB Appeals Intake Assistant. BCNU can appeal the decision on your behalf and represent you at the Workers Compensation Appeals Tribunal.

ADDITIONAL RESOURCES ON BULLYING

Books

- *Ending Nurse-to-Nurse Hostility: Why Nurses Eat Their Young and Each Other* by Kathleen Bartholomew, RN, NM. (HCPPro, 2006)
- *The Bully at Work* by Namie, Gary and Ruth (Sourcebooks, 2003)

WEBSITES

WorkSafeBC – [Bullying and Harassment resources](#)

Mental Health Commission Canada – [National Standard for Psychological Health and Safety in the Workplace](#)

Canada Life – [Workplace Strategies for Mental Health](#)

Government of Canada – [Mental Health Job Aid for Managers: Psychosocial Factor 4 – Civility and Respect](#)

[Canadian Centre for Occupational Health and Safety](#)

[University of New Brunswick – “Toward a Respectful Workplace”](#)

[Employee & Family Assistance Program](#)

www.bcnu.org

www.bullyonline.org

www.workplacebullying.org

SOCIAL MEDIA

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