



**BC NURSES'  
UNION**

*Standing up for health care*

# PINK SHIRT DAY

PROMOTE CIVILITY AND RESPECT

FEBRUARY 23, 2022



Lift each other up and promote civility and respect



Artist: **Lawrence Paul Yuxweluptun** – *Titled: Scorched Earth, Clear-cut Logging on Native Sovereign Land. Shaman Coming to Fix.*

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## PINK SHIRT DAY STARTED IN CANADA



**#PinkShirtDay**

## BULLYING AND HARASSMENT: DEFINITION

### **Bullying and harassment includes:**

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

Policy item under Section 115, Part 3,  
Division 3, Workers Compensation Act

## WHAT IS IT NOT

Bullying and harassment **does not** include:  
any reasonable action taken by an employer or  
supervisor relating to the management and  
direction of workers or the place of employment.

Policy item under Section 115, Part 3,  
Division 3, Workers Compensation Act

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## DIVERSITY AND INCLUSION



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## BCNU HUMAN RIGHTS AND EQUITY ADVOCACY



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## WHY CIVILITY AND RESPECT?



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



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## ACTIONS TO TAKE IF YOU EXPERIENCE BULLYING AND HARASSMENT IN THE WORKPLACE

DOCUMENT EVERY  
INTERACTION



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## ACTIONS TO TAKE IF YOU EXPERIENCE BULLYING AND HARASSMENT IN THE WORKPLACE

REPORT BULLYING  
AND HARASSMENT  
TO YOUR EMPLOYER



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## ACTIONS TO TAKE IF YOU EXPERIENCE BULLYING AND HARASSMENT IN THE WORKPLACE

CONTACT A BCNU  
STEWARD



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## ACTIONS TO TAKE IF YOU EXPERIENCE BULLYING AND HARASSMENT IN THE WORKPLACE

MAKE A COMPLAINT  
USING BULLYING  
AND HARASSMENT  
POLICY



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## ACTIONS TO TAKE IF YOU EXPERIENCE BULLYING AND HARASSMENT IN THE WORKPLACE

GET MENTAL HEALTH  
SUPPORT IF/WHEN  
YOU NEED IT



## WHAT CAN I DO TO PROMOTE CIVILITY & RESPECT?

- > Become an ally to those subjected to discrimination, oppression and/or bullying and harassment 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 contribute to the oppression of others.
- > Practice becoming more aware of your biases and how these might be shaping your words and actions.
- > Become 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 are disempowered.
- > Act with open-heartedness and compassion.

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## WEDNESDAY, FEBRUARY 23, 2022 IS PINK SHIRT DAY

Connect with the JOHSC representatives in your region and propose a Pink Shirt Day action like reviewing the employer's Respect in the Workplace Policy at an upcoming committee meeting.

Show your commitment to promote civility and respect in the workplace with a diversity and inclusion lens!

Post your Pink Shirt Day moments on social media\*

**#PinkShirtDay** and **#LiftEachOtherUp**

*\*If you are posting on social media, follow applicable employer policies for confidentiality.*

