

YOU'RE INVITED

Building Respectful Workplaces

We welcome you to this half day seminar on “Building Respectful Workplaces” presented by UBC Okanagan, Andrew Peller Limited, CSSE Thompson Okanagan and WorkSafeBC.

Bullying and harassment is an occupational and safety issue that poses a potential risk to the physical and mental safety of workers. The aim of this seminar is to help employers, managers, supervisors, health and safety professionals, safety committees and others create and maintain respectful workplaces free of bullying and harassment and where all individuals are treated with fairness, dignity and respect. Rather than focusing on what not to do, the seminar will provide strategies that replace bullying and harassment with positive behaviours.

Fostering a positive workplace environment makes good business sense. A positive workplace is characterized by respect that supports employee engagement and motivates everyone to do their very best.

“Make Safety a Habit” and participate with us in North American Occupational Safety and Health (NAOSH) Week 2018. NAOSH week is May 6 -12.



ANDREW PELLER
— LIMITED —

WORK SAFE BC

Date: Thursday, May 17th, 2018

Time: 8:00am – 12:00pm

Location: UBC Okanagan University Centre (UNC) Room 200

Cost: No Charge - Registration Required

(<https://riskmanagement.ok.ubc.ca/registration/>)



AGENDA

Time	Speaker	Discussion Topic
8:00am to 8:30am 8:30am to 8:45am	Registration, Coffee and Tea Introductions	Gillian Henderson, Director, Human Resources, UBC Okanagan Paul Davis, CRSP, Supervisor Prevention Field Services, Okanagan Kootenay Region, WorkSafeBC
8:45am to 9:15am	Trudi Rondou	<i>The bullying and harassment experience - from an OSH perspective.</i> Bullying and harassment in the workplace have become critical concerns for BC employers, and workers, in particular since WorkSafeBC adopted new policies that clarify an employer's obligation to prevent workplace bullying and harassment. This introductory session provides an overview of a respectful workplace within an occupational health and safety context. We'll look at how fostering a respectful workplace is the right thing to do, is the law, and is the smart thing to do. This session will provide an overview of WorkSafeBC's scope related to bullying and harassment, as well as discussing some of the worker and employer experiences related to bullying and harassment violations.
9:15am to 10:15am	John-Tyler Binfet, Ph.D.	<i>Wellbeing in the Workplace: Is Kindness the Key?</i> As a researcher at UBC Okanagan, Dr. Binfet's research investigates ways to reduce stress and the benefits of being intentionally kind. The aim of today's talk is to provide audience members with some of the science behind stress reduction and workplace well-being so that participants can develop practical strategies to enhance their individual and workplace mental health. The first half of this talk will provide participants with an overview of workplace stress, including the role of stress contagions. The second half will provide an overview of strategies known to boost individual and workplace well-being, including how acts of kindness can impact employee relations, workplace morale and climate.
10:15am to 10:35am	Break	
10:35am to 11:35am	Karen Bowen, MA, CACE, BA	<i>Managing with Respect - Increasing Competence and Confidence in Managing Interpersonal Conflict and Disputes in the Workplace.</i> If you find yourself struggling to navigate and manage conflict in your workplace this is the session for you. Learn a tool that ensures you investigate and communicate expectations of behaviour with as much clarity as possible. Learn the key component of conflict and communication that is often missed in a mucky world of emotions and judgements. Gain practical tips that you can implement immediately, and share these with your teams to encourage clarity and respect across all levels of your organizations.
11:35am to 11:45am	Derek Sienko, B.S.W., RRP, CVRP	<i>Psychological Health and Safety in the Workplace.</i> In today's competitive economy, healthy organizations rely on engaged, productive, innovative, and loyal employees, making Workplace Health and Wellness more crucial to business success than ever. Diversified Rehabilitation Group, a rehabilitation and disability management company based in Kelowna, BC, received the 2018 Workplace Excellence Award from the Canadian Mental Health Association (CMHA).
11:45am to 12:00pm	Wrap Up	

Speaker Biographies

Speaker	
<p>Trudi Rondou Senior Manager Program Development & Services, WorkSafeBC</p>	<p>Trudi Rondou is a senior manager in industry and labour services at WorkSafeBC. She's spent the last decade working with numerous industry and labour groups to reduce workplace injuries and improve return to work outcomes. Over the last three years, Trudi's focus has expanded to include workplace mental health. She currently serves as Chair of the BC First Responders Mental Health Committee. Trudi speaks at conferences and gatherings around the province on new and young worker safety, health and safety management systems, and promoting positive mental health in the workplace.</p>
<p>John-Tyler Binfet, Ph.D. Assistant Professor, Faculty of Education, UBC Okanagan</p>	<p>As a member of UBC's Faculty of Education, Dr. Binfet's research explores ways to reduce stress in university students and how public school students understand kindness in school. Dr. Binfet is the director of UBC's canine therapy program, B.A.R.K. (Building Academic Retention through K9s; barkubc.ca) that brings therapy dogs to campus to support student wellbeing. His latest study has therapy dogs working in the Kelowna RCMP Detachment to support the wellbeing of law enforcement personnel. Dr. Binfet's research is funded by the Social Sciences and Humanities Research Council of Canada and has been published in the Journal of Mental Health, Psychology in the Schools, and the Canadian Journal of School Psychology.</p>
<p>Karen Bowen, MA, CACE, BA Owner, MANAGERKnowHow Consulting Group</p>	<p>Karen Bowen owns ManagerKnowHow, a firm specializing in leadership curriculums and interventional organizational development services. Masters educated with 20+ years of experience, Karen is an expert in translating the complex world of values, leadership skills, team dynamics, and culture into metrics, measurable trends, concrete strategy and practical objectives.</p> <p>Contact Karen at Karen@managerknowhow.com, or on our Website, Facebook, Twitter, and LinkedIn.</p>



Venue Information

Location of UBC's Okanagan Campus:

The UBC Okanagan Campus is located north of Kelowna.

Please use caution when arriving on Campus, as there are multiple construction projects.

Due to the construction, we recommend accessing Campus by using University Way via Hollywood Road North if approaching from the south (i.e. Kelowna) or via University Way if approaching from the north.

Parking Information:

Visitors to campus may park in either metered visitor stalls or day pass dispenser lots.

Metered stalls are located in lots E, F and G. Meters accept coins only at a rate of \$1.50 per hour up to a maximum of 2 hours.

Dispensers are available in lots G, H and M all day. Rates are \$4-6 for 3 hours and \$6-8 for one day. Dispensers accept coins, Visa and MasterCard.

Accessible parking is available for visitors who have a valid SPARC or Disabled Parking pass. Accessible stalls are located in designated metered parking stalls by Lots E, F, G and M. The meter must be compensated to show valid parking time or a violation ticket may be issued.

Please note you can now conveniently park on campus using HONK Mobile to pay for your parking, at both metered parking or in any of the parking lots above. Register at <https://www.honkmobile.com/>.

