



LEADING A CULTURE OF CARE

Culture of CARE Toolbox Series – Part 3

Date: _____ Jobsite: _____ Discussion Leader: _____

WHAT IS MY ROLE IN A CULTURE OF CARE?

Everyone on a jobsite has a role to play in building a Culture of CARE. There are a number of things you can do to help make sure this jobsite is safe, welcoming and inclusive for everyone.

BECOME AN ACTIVE BYSTANDER AND ALLY:

How many times have you felt uncomfortable with how somebody on a jobsite was being treated but didn't do anything about it? By staying silent, you are contributing to the negative behavior. Anytime you see or hear disrespectful behavior, you should take steps to act. Let's talk about some of the ways you could intervene safely to help a coworker who is being harassed, hazed or bullied:

Confront the Situation Directly

Step in and say something to immediately stop the situation. For example, if a coworker is making a racist joke tell the coworker the joke isn't funny, it's racist and it needs to stop.

Create a Distraction

Change the topic of conversation or ask the person behaving inappropriately for help to distract their attention and diffuse the situation. For example, if a foreman is yelling and swearing at one of their employees, call over to the foreman and tell them there's an issue with what you're working on and you need their help.

Ask for Help

If you don't feel safe confronting the harasser or creating a distraction, find somebody you feel comfortable asking for help. This could be human resources, a supervisor or colleague(s) who could help you address the situation as a group. There is "power in numbers."

Remember: Even small actions can have a big impact in creating a Culture of CARE where everyone is valued and respected, and threatening behavior is not tolerated.

WHAT IS HARASSMENT?

Any unwelcome conduct that is based on race, color, religion, gender (including sexual orientation), national origin, age, or ability.

- Racist or sexist jokes, racial or homophobic slurs, name calling, physical assaults or threats
- Offensive objects or pictures: pornography or nude photos, swastikas, etc.
- Unwanted or inappropriate touching, texting or calling. Repeatedly asking a colleague on a date
- Telling a colleague they were only hired because of the color of their skin, to fill a "diversity quota"

WHAT IS HAZING?

A ritual or initiation process – commonly for apprentices or new employees – that intentionally causes embarrassment.

- Refusing to train apprentices or teach them their trade; making fun of them when they don't know how to do something
- Making an apprentice or new employee take the fall for poor quality work of a more senior employee

WHAT IS BULLYING?

Intentionally and repeatedly causing another person emotional, mental or physical harm.

- Denying workers breaks
- Supervisors using condescending or demeaning language
- Making eye contact or staring down a colleague but not greeting them or saying anything

