

Respectful Behaviour Policy

Purpose

The AO must ensure the safety and well-being of its employees by providing a workplace in which staff may work free from disrespectful, abusive, and harassing behaviour. AO employees are not expected to tolerate disrespectful or abusive behaviours on the part of clients, contractors or third parties.

Definition

- **“Disrespectful or Abusive Behaviour”** includes but is not limited to, language or actions that would reasonably be viewed as aggressive, threatening, intimidating, insulting, degrading, racist, sexist, hateful, obscene, violent, or which could reasonably be expected to cause fear, distress, or anxiety in the person who is the target of the behaviour.

Policy

All interpersonal behaviour is respectful and abides by legislation, regulations, and policies. This policy applies to AO employees, clients, contractors, and third parties met during work.

AO employees must report disrespectful or abusive behaviour per the relevant policies and procedures.

The AO may deny or withdraw service to workers or employers, in accordance with policy, who exhibit disrespectful or abusive behaviour.