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# LEARNING WORKS FOR ALL OF US

*"a networking newsletter from the office of  
LearningWorks Enterprises Inc., [www.learning-works.ca](http://www.learning-works.ca)"*

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## **Minimizing Workplace Harassment, Discrimination, and Violence: Definitions, Recent Case Law, Prevention, and Policy Development**

Betty will be presenting at the above conference on June 25, 2003. Here are the notes from her presentation entitled *"Moving Work Sites to Workplace Harmony: Normalizing Your Workplace after a Harassment Investigation."*

### **Starting Points:**

- Harassment investigations don't occur in a vacuum. Over time, the environment has become unbearable for at least one, often many more people.
- "Normalizing" the workplace does not mean going back to the conditions before the complaint and investigation. It means creating a new way of relating and interacting to change the environment to one that is acceptable for all.
- Employees in workplaces where there has been a harassment complaint will be both anxious for change to happen and fearful and resistant to change. Addressing both the need and the fears is essential for success.
- It will take a structured framework, time and commitment to change a work environment.
- Employees must understand the need for change and trust management's commitment to follow through on the change process.
- Workplaces need stability and support to go through the process of finding harmony. Too often, structures are randomly changed while behaviour is not.
- It is possible for transformation to occur at an individual and a group level in the change process.
- The process can and should involve fun and engagement for employees and managers and for those guiding the process.
- To move the process to change requires structure and attentiveness (respectful attentiveness at each point along the way.)
- All members of the work site need to be a part of creating a new vision.

- The visioning process can be the most powerful team-building activity possible for a work group.
- A process of change in a workplace after a harassment complaint takes courage, intuition, planning and follow through.
- Through all the steps, listening with heart, body, mind is important.

**Summary:**

- Follow-up to bring a new environment to a work site is not optional.
- Commitment and courage to continue the process until change happens is essential.
- Finding harmony takes relationship change and that takes time. It is a big undertaking.
- People's relationships do not always fit into our models of "outcomes and efficiencies."
- Fear of change and resistance will be expressed in surprising ways at the beginning and several times throughout the process.

Please feel free to e-mail your thoughts. This is a subject we'd love to dialogue about.

## **LearningWorks' Lowdown**

Jane, Louise, Carole and Layla, our project worker, just finished organizing a high-energy youth conference for a department of the federal government. The conference, which took place on June 6th and 7th, brought together youth from around B.C. for a fun and informative two days. Travel is also in the cards. Louise just returned from Regina after consulting with the Government of Saskatchewan on respectful workplace policy issues.

**Check out our next newsletter for changes coming to LearningWorks this fall.**

### **Next Breakfast Meeting**

For those of you in the Vancouver area, our next breakfast meeting is on June 26, 2003. This is a time for us to meet and share ideas. Please join us at 8:00 a.m. at:

LearningWorks  
Suite 205 – 1110 Hamilton Street  
Vancouver, B.C. V6B 2S2



**LearningWorks**

205 – 1110 Hamilton Street  
Vancouver, B.C. V6B 2S2  
Phone: 604-669-6757  
Fax: 604-669-5341

E-mail: [learningworks@telus.net](mailto:learningworks@telus.net)  
Web Site: [www.learningworks.ca](http://www.learningworks.ca)