



Rapid Site Access Program Administrative Committee

C/o Sam Kemble, Secretary to the Committee

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RSAP adoption of the COAA Respect in the Workplace Policy

The Rapid Site Access Program Administrative Committee and the Rapid Site Program Providers are firmly committed to ensuring a positive and professional working environment in which all people are treated with respect and dignity. We believe in a proactive approach to workplace respect and are committed to providing stakeholders with a healthy and safe environment, free from physical or psychological bullying, harassment and violence¹. This policy prohibits all forms of bullying, harassment and violence (hereinafter, referred to as a violation of “*respect*”) by management, supervisors, union staff/representatives, members, subcontractors, agency staff/contractors, suppliers and clients. Violations of *respect* will be investigated and if substantiated will be dealt with expeditiously. Violations of *respect* will not be tolerated and appropriate consequences, including but not limited to a suspension of service, and reporting of the incident(s) to the following will be taken:

- a) police,
- b) participant employers and/or employers’ associations,
- c) reporting to unions and/or the Building Trades of Alberta, and
- d) reporting to the participant owner.

To support the objective of providing all stakeholders with a healthy, safe workplace, it is required that managers, supervisors, union staff, and members take preventative action to ensure that risks to individual’s health and safety due to program related violations of *respect* are eliminated or reported to the Secretary of the RSAP Administrative Committee.

Signed on December 3, 2009,

Reg Gravel, Acting Co-Chair of the RSAP
Administrative Committee

Gary Truhn, Co-Chair of the RSAP
Administrative Committee

¹ **Bullying – definition**

Bullying is interpersonal hostility that is deliberate and sufficiently severe as to harm the targeted person’s health, safety or economic status. It is driven by the perpetrator’s (bully’s) need to control another individual, not by a legitimate business need.

Harassment – definition

Harassment occurs when a worker is subjected to unwelcome verbal or physical conduct because of: race, age, religious beliefs, colour, place of origin, gender, mental or physical disability, ancestry, marital status, sexual orientation, source of income, or family status of that person or of any other person.

Violence – definition

Violence whether at a worksite or work related means the threatened, attempted or actual conduct of a person that causes or is likely to cause physical injury. These acts include threats, menacing or threatening behaviour and all types of physical or verbal assaults.