

# THE CORPORATION OF THE TOWNSHIP OF O'CONNOR

## ANTI-STIGMA POLICY

### PURPOSE:

To establish a policy to address the stigma associated with mental illness.

### POLICY STATEMENT:

The Township of O'Connor is committed to fostering a workplace where everyone is protected from stigma associated with mental illness. The Township will ensure that everyone is treated with respect and dignity; this includes those suffering from mental illness and those who support other workers suffering from mental illness.

This policy applies to all current Council, Supervisors, Employees and Fire and First Response Volunteers.

### RESPONSIBILITIES:

Council is responsible for providing all Employees and Volunteers with a psychologically healthy and safe workplace, free of stigma, discrimination or harassment. To support a stigma-free workplace

Council will:

- Provide PTSD awareness training and education.
- Regularly monitor organizational practices and systems for barriers to achieving a stigma-free workplace.
- Provide an effective and fair complaints process.
- Lead by example.

Supervisors are responsible for fostering a stigma-free workplace and setting an example of appropriate behaviour. This includes communicating the policy and procedures for bringing forward a complaint, addressing situations which they become aware of in a timely fashion, and taking appropriate action in a sensitive and confidential manner for all employees.

Employees are responsible for treating coworkers with respect in the workplace, bringing forward complaints and cooperating with investigations into complaints. Employees are also responsible for treating all parties and situations in a sensitive and confidential manner.

## TOWNSHIP OF O'CONNOR ANTI-STIGMA POLICY (CON'T)

### **PROCEDURES:**

Harassment and acts of discrimination will not be tolerated. Anyone who is found to be stigmatizing another individual may be subject to disciplinary action outlined in the Township of O'Connor's Policy for Progressive Discipline and/or the O'Connor Fire Department Standard Operation Guidelines (S.O.G.) 1404.

Types of behaviour and acts that contribute to stigma include:

- Prejudicial attitudes and discriminating behaviour directed towards individuals.
- Trivializing or belittling people suffering from PTSD, or PTSD itself.
- Insulting people who are suffering from PTSD.
- Patronizing people who are suffering from PTSD by treating them as if they are not as good as other people.
- Ostracizing people who are suffering with PTSD, or their friends and supports.
- This policy applies to Council, Supervisors, Employees and Fire and First Response Volunteers and all behaviours that are in some way connected to work including off-site meetings, training and day to day operations.

### **EFFECTIVE DATE:**

This policy shall come in effect as of the date of March 27, 2017, Resolution #6.