

You are cordially invited to
participate in our Bully-Free
Workplaces Program!

Nova Scotia Liberals clearly
are in need of this training,
as they continue to bully
public sector workers with
threats and legislation,
such as Bill 148, rather
than work with them in a
collaborative and respectful
way.

We are happy to provide
this training, free of charge.

Bully-Free Workplaces

Bullying is a psychological hazard in the workplace. It is unwanted and unreasonable behaviour that creates a risk to the health and safety of targeted workers, witnesses, and those alleged to engage in bullying behaviour.

Affordable education

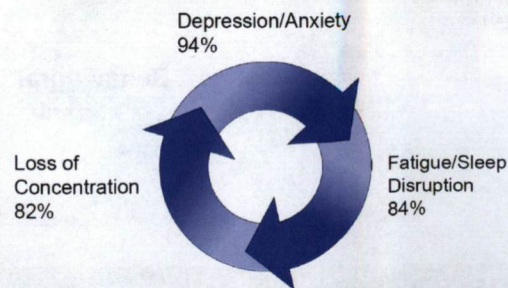
This facilitated program is offered to NSGEU members and NSGEU employers at no cost.

We offer the programs to any employer, union or non-union, on a cost-recovery basis. Contact the NSGEU for more information.

We have delivered the program to over 13,000 Nova Scotians who work in diverse organizations from just a few employees to those which are province wide.

We also deliver the program in other Atlantic Provinces and have trained trainers to continue its delivery.

Impact of Bullying on Mental Health



A Proud NSGEU Program

The NSGEU Board of Directors has been proud to support the Bully-Free Workplaces Program since 2010.

A full-time Bully-Free Workplaces Coordinator, Susan Coldwell, oversees the development, maintenance, and implementation of the program and ensures its highest standards.

The NSGEU has been recognized internationally and nationally for its leadership role in developing and implementing facilitated programs to address bullying and psychological health in the workplace.

National Standard of Canada for Psychological Health and Safety in the Workplace

Our program aligns with the main objectives of this voluntary standard introduced by the federal government in 2013:

- To prevent psychological harm in the workplace and;
- To promote psychological well-being in the workplace.

Mission: *To be a leader in advancing the right to dignity on the job through delivery of programs to promote Bully-Free Workplaces and Restorative Workplace Practices.*



Dustin
Rioux

Bully-Free Workplaces: Shifting Culture



Contact NSGEU for more information about our Bully-Free Workplaces programs
902-424-4063, 1-877-556-7438
or email inquiry@nsgeu.ca
nsgeu.ca

NSGEU

Nova Scotia Government & General Employees Union

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NSGEU Bully-Free Workplaces: Shifting Culture

Our Programs:

Bully-Free Workplaces Program:

Two-hour awareness session: This session defines bullying and explores physical and psychological health effects of bullying on individuals, including witnesses and bystanders. It also provides an introduction to solutions for employers.

Four, two-hour modules: Provides an introduction to the problem of workplace bullying in module format where it is operationally challenging for an employer to commit the time for a full-day session. The module format spread over several weeks allows for time to practice skills and to implement changes to shift workplace culture.

Six-hour interactive workshop: Explores workplace bullying in greater depth and includes small group activities that engages participants in understanding and implementing solutions. It may be delivered in two half-day sessions.

Leadership training: This component has been developed specifically for managers/supervisors, and leaders in human resources and occupational health & safety. It addresses workplace policies, investigations, re-integration, and application of the National Standard for Canada on Psychological Health & Safety in the Workplace.

Restorative Practices in the Workplace:

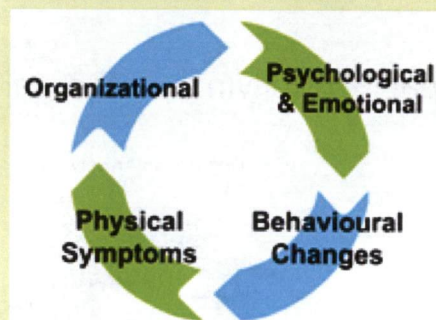
Provides an alternative approach to traditional ways of dealing with workplace bullying. It asks who has been harmed, why the harm occurred, and how to repair the harm using principles of respect, responsibility, and reintegration. Our two-hour awareness session is a pre-requisite.

EMPATHIC (EMpowering Positive Action To Heal and Integrate Change) Program:

This program is for those directly impacted by bullying behaviour - either as someone who has engaged in bullying behaviour or as someone who has been bullied. It is delivered individually in two-hour sessions and can be delivered in three to eight sessions. This program offers coaching and skills building as well as provides opportunities for self-reflection.

"Employers should be recognized for getting on board with the union to address and educate staff on bullying. We need to create a positive, safe, bully-free workplace." ~ NSGEU member

Effects of Workplace Bullying



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NSGEU

"One cannot change their bullying behaviour if they are not aware they are being a bully. On the other hand those being bullied need to know their options and resources." ~ Participant