

Activity 11

Applying the Informal, Collaborative Process

Examine the conflict cycle you created in Activity 10. Write a solution, using the five steps of the conflict resolution method described. What could have been done differently? Do you think the result would have been the same?



You may wish to file your example of the conflict resolution method in your portfolio

Respecting Diversity

Part of Canadian heritage includes the belief that everyone is born free and equal, although this belief is not always reflected in daily life. Canadian law guarantees basic **human rights**, including the right to be respected at all times. Canadians have the right not to be placed at a disadvantage based on factors such as race, place of origin, religion, age, gender, marital or family status, or disability. Everyone has the right to live and work in an environment that is free from such **discrimination**. The Canadian Human Rights Commission administers the Canadian Human Rights Act, which applies to industries under federal jurisdiction, such as air transport, radio and television broadcasting, banking, and telecommunications. Each province and territory also has similar human rights legislation to protect against discrimination for any person not covered under the federal legislation.

Basically, every person in Canada has the right to freedom from discrimination in the areas of services, goods, and facilities; housing; contracts; membership in vocational associations and craft unions; employment.

Every individual has a responsibility to respect the rights of others. Every employer has a responsibility to stop or prevent discrimination in the workplace. Every employee has the right to lodge a complaint of discrimination, and the employer is expected to listen to and act on complaints. Human rights legislation incorporates many other aspects of employment, including recruiting, hiring, training, transferring, promoting, apprenticeship terms, dismissals, and layoffs. Terms and conditions of employment—for example, rates of pay, overtime, hours of work, vacation time, shift work, discipline procedures, and performance evaluations—might also be included in this legislation.

The Canadian Charter of Rights and Freedoms also protects human rights within Canada. Its purpose is to state the rights of every Canadian citizen clearly so that these rights can be understood and protected by the legal system. The Charter is entrenched in the Canadian constitution, which helps to protect these rights from being abolished by federal or provincial legislation. Among the rights included in the Charter are the right to freedom of conscience and

religion; freedom of thought, belief, opinion, and expression (including the media); freedom of peaceful assembly; and freedom of association. Discrimination based on race, national or ethnic origin, colour, religion, sex, age, or mental or physical disability is prohibited under the Charter.



Confronting Discrimination

Complete one, several, or all of the following statements.

- I have been a victim of discrimination. Here is my story.
- I have been a victim of harassment. Here is my story.
- I will no longer behave in a discriminating manner. In the past, I have . . .
- I have witnessed acts of discrimination or harassment. Here is my story.

Working Safely

Employers and employees both have responsibilities to ensure that everyone is working in a safe environment. Statistics show that young employees are the most at risk.

Most injuries are caused by slips, trips, and falls. Slips usually occur as a result of hidden steps, slippery surfaces (such as waxed, wet, or greasy floors), and loose flooring or carpeting. Trips are caused by clutter and obstacles in hallways or on stairs, improperly placed or secured electrical cords, dropped objects not picked up, and poorly placed furniture. Falls are caused by improper use of ladders, makeshift ladders (such as a stack of boxes) or stools, improper use of safety equipment, and unstable platforms. All of these injuries can be foreseen and prevented.

Employers should ensure that all repairs are completed, anti-slip materials are used, spills are cleaned up, and warning signs are used for wet floors or hidden steps. Employees should be alert and safety-conscious.

Activity 12

Brainstorming Occupations Requiring Safety Equipment

With a partner, brainstorm occupations that require protective equipment and make a list of the safety equipment these occupations might require. Then make an extensive list by combining the class's results. Study the following illustration of safety equipment. Can you add to your list?