Our mission:
The IEC is a unique partnership of experts from Education, Labour, Contractors and Industry, who develop and deliver best practices for safety & competency skills, to achieve performance improvement & safe workplaces in our community.

BILL 168:
Changes to Ontario’s OHSA strengthen protections for workers from workplace violence and harassment.

Are you trained and ready to meet these challenges?

OVERVIEW: This one-day workshop was developed to deal with the safety issue of harassment and violence in the workplace. It is also a course in conflict management and improving communication skills. Together we will explore interactions in the workplace and learn how we each are helping or hindering a psychologically and physically safe environment. Do you and your leaders know . . .

- Prevention begins with understanding ourselves & others
- That incidents of catastrophic violence are almost always the result of a series of smaller incidents that go unnoticed
- How to recognize and respond to the warning signs
- If people had better communication and conflict management skills there would be less workplace violence in the organization
- What to do if you observe behaviours that are potentially dangerous

Respect & Security in the Workplace

Protecting workers from workplace violence and harassment!

Industrial Educational Co-operative

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This one-day workshop is specifically designed to help your employees deal proactively with workplace situations BEFORE they get violent!
Respect & Security in the Workplace includes three elements:

**PERSONALITY DIMENSIONS™**
- Know Your Personality Dimensions™ to:
  - Narrow gaps and differences
  - Identify potential problems early
  - Express yourself appropriately
  - Appreciate yourself and others
  - Negotiate more effectively
  - Optimize team performance
  - Elevate morale and enthusiasm
  - Influence others positively

**GENERATIONAL DIFFERENCES**
- Identify signs of stress and methods of reducing it for themselves and their coworkers
- Identify and apply methods for resolving issues and dealing with inappropriate, aggressive and violent situations

**VIOLENCE & HARASSMENT IN THE WORKPLACE**
- People communicate based on their generational backgrounds. Each generation has distinct attitudes, behaviours, expectations, habits and motivational buttons. Learning how to communicate with the different generations can eliminate many misunderstandings in your workplace.

**Generational Differences**
- Understand generational differences to learn how to:
  - Communicate cross-generationally
  - Maximize team productivity
  - Respect individual differences
  - Understand that differences are desirable

**Violence & Harassment**
- Why Train Your Employees about Violence & Harassment in the Workplace?
  - It’s the law!!
  - Recent surveys in Canada turned up tens of thousands of claims of harassment and discrimination.
  - 15% of the working population claim they have been harassed at least once in the last two years, and 10% have been more than twice!
  - Does this shock you?
  - Does this happen in your own organization?
  - If so, we can help you!

WE’VE WORKED WITH A DIVERSE CUSTOMER BASE. HOW CAN WE HELP YOU?
Industrial Educational Cooperative ~ 1489 London Road ~ Sarnia ~ Ontario ~ N7S 1P6 ~ 519.383.1222

What the OHSA says: Employers must take every precaution reasonable in the circumstances to protect workers. This includes protecting workers from workplace violence. 25(2)(h)