

# Respectful workplace ethics

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## Respect and professionalism in the workplace

With the goal of pursuing efforts in promoting a safe, healthy and professional environment, Bell created a dedicated intranet website on respectful workplace ethics, where users can obtain information on ways to help:

- Promote deeper, more productive relationships in the workplace
- Understand roles and processes to follow in case of incivility, conflict or violence/harassment
- Locate support tools related to prevention, such as the Civility guide and Leader's guide to managing conflict, and other structured conflict resolution support
- Identify ways to report incidents of potential workplace incivility, conflict or violence, including access to a standardized complaint form and an anonymous whistle-blowing channel
- Obtain support, including psychological support, notably through our Employee and Family Assistance Program
- Create awareness through on-line training programs and face-to-face workshops for all Team members and Leaders to equip them with appropriate skills to de-escalate situations of incivility, conflict and prevent harassment and violence in the workplace.