

**NSGEU Restorative Workplace Practices Program is a next step for workers and employers who need to repair relationships in the workplace.**

**NSGEU Supports Canada's National Standard on Psychological Health and Safety in the Workplace. Our Bully-Free Workplace and Restorative Workplace Practices programs promotes the right to respect and dignity, prevents bullying and protects against the relapse of bullying.**

Improve Working Relationships

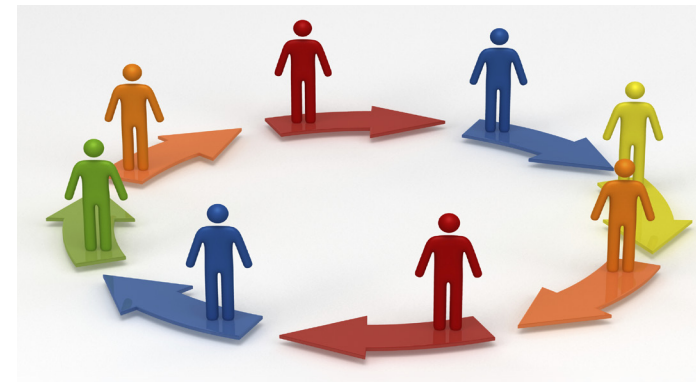
# Restorative Workplace Practices Program

This approach seeks to:

- Build positive connections between employees and between employees and management.
- Develop clear, consistent rules and interventions about acceptable and unacceptable workplace interactions.
- Develop consensus among all employees and management so they take action to discourage and interrupt low-level 'mean' behaviour before it escalates.
- Have formal and informal systems in place to support the target and help the alleged bully.
- Develop positive peer norms in the workplace.

*Please note:*

*Requirement for Restorative Workplace Practices Program is the two-hour Working Toward Bully-Free Workplaces Program.*



## The Restorative Approach

The restorative approach focuses on healing harm and restoring workplace relationships.

If you have participated in NSGEU's Bully-Free Workplaces Program, then our Workplace Restorative Practices may be the next step for your workplace.

**For program details contact:**  
**1-877-556-7438**  
**902-424-4063**  
**[inquiry@nsgeu.ca](mailto:inquiry@nsgeu.ca)**



**NSGEU**

Contact NSGEU for more information or to arrange for one of our workshops at 902-424-4063, 1-877-556-7438 or email [inquiry@nsgeu.ca](mailto:inquiry@nsgeu.ca).

**NSGEU**

Nova Scotia Government & General Employees Union

# NSGEU Restorative Workplace Practices

*You can repair and restore workplace relationships!*



Restorative Workplace Practices Program is just one of our available NSGEU Programs

- **Two-hour awareness session:** defines what bullying is, explores the effects of bullying on the individual co-workers and the workplace and introduces interventions
- **Six-hour interactive workshop:** explores issues in greater depth with small group activities. An adult learning model engages participants to help understand solutions to workplace bullying. May be adapted to half-day workshop
- **Online training program (coming soon):** creates awareness and lays the ground work for intervention
- **Train-the-trainer program:** Considering the national standards for psychologically healthy workplaces, facilitators are trained to deliver the NSGEU program, in order to help the employer support employee access to training
- **Restorative Workplace Practices Program:** provides a model of shared responsibility in addressing workplace bullying
- **EMPATHIC (EMpowering Positive Action To Heal and Integrate Change) Program:** for those alleged to have bullied, or who think they may have used bullying tactics

When bullying occurs:

- Addressing the behaviour in face-to-face restorative circles, brings together those affected.
- In the circle's safe environment, each participant can speak candidly about how they have been impacted, and receive understanding and support.
- This creates awareness in those who engage in bullying behaviour with the emotional consequences of their behavior and;

- Offers an opportunity to make amends and provide assurances that the harmful behavior will stop.

## Promotion, Prevention, Protection

### Restorative workplace practices

- Promotes the right to respect and dignity in the workplace
- Prevents bullying in the workplace
- Protects against relapse of bullying behaviour

For program details contact:

Bully-Free/Restorative Practices Coordinator

1-877-556-7438 or 902-424-4063

[inquiry@nsgeu.ca](mailto:inquiry@nsgeu.ca)