

respect.
phase II

**Respect In
The Classroom
The Workplace
& Beyond**

The Respect Campaign is a response, a first step.

The Respect Campaign is meant to raise public awareness, to make civility a topic of discussion, to help raise the bar in terms of our expectations when it comes to behaviour and to prepare students for the expectations in the work world.

The Respect Campaign signals a need for us to challenge some of the attitudes, beliefs and behaviours that fail to recognize human dignity and to model and teach appropriate ways to interact in society.

The Respect Campaign sees respect as a human right. Fostering this belief is a critical part of our mandate as a post secondary institution.



The Respect Campaign emphasizes that the College needs to be accessible to a broad spectrum of people. When we talk about the acceptance of diversity, we are talking race, colour, gender, sexual orientation, religion, intellectual capacity, body shape, disability, age, family background, parental status and socio economic background. If we want to call ourselves an access college, we need to do all that we can to make the College experience a positive and productive one for all students and staff

it's about respect.

AT CONFEDERATION COLLEGE

why?

The **Respect Campaign** evolved from a series of discussions involving students, faculty, managers, administration and support across the College over the past year. These discussions revealed a widely held view that we need to do more as a community to address how we treat each other. Some of the concerns expressed...

- Incidents of inappropriate, disrespectful behaviour (swearing, racist talk, sexual jokes, bullying, etc.) are being reported to the counselling department, to professors, to staff and to the student unions
- Students tell us constantly that they don't challenge the behaviour for fear of reprisal or being targeted
- Anecdotal reports from professors and managers suggest that the inappropriate behaviour is on the increase and it appears to be "normalized"... students just tolerate it, and don't expect that it will change
- President Pat Lang in her address to the OCC/CCDI Conference at Humber in May, 2006 listed racism as one of the challenges we face at our college.

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I wear this button because I will...

RECOGNIZE

I will recognize that there is a problem

EXCUSE

there can be no excuse for disrespect

SPEAK UP

it's up to me to speak up

PARTICIPATE

I will participate by taking a stand against disrespect

EXEMPLARY

I will be an example of respectful behaviour in our community

COMMUNICATE

I will communicate in ways that are positive and respectful

TALK ABOUT IT

If I witness disrespect I will talk to someone about it

it's about
respect.

Confederation COLLEGE respect@confederationcc.ca



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how will the respect campaign roll out?

All students will have a Respect explanation card/book mark inserted in their Daytimer Student Handbook.

Respect buttons/name tag hangers will be provided to all faculty and staff.

During the first semester, over 2,000 buttons will be circulated throughout the college by the S.U.C.C.I. and O.A.S.A. and the Student Success Centre. We will also be distributing 1,000 cool looking lanyards emblazoned with the Respect Campaign logo.

A series of fourteen Respect posters have been developed. Posters will be strategically placed in all College buildings and campuses during the school year.

The posters depict current or former students and staff, not models, and are representative of a broad spectrum which our students will be able to identify with. It is hoped the posters will help set a tone about appropriate behaviour and to help give permission for people to speak up when disrespect is shown.

Through the year, an advisory group will monitor the progress of the campaign as it evolves. If you are interested in serving on this committee we would love your input.

If interested please email respect@confederationnc.on.ca.



what we need from you . . .

1. Wear a button/name tag hanger.

If you're comfortable, wearing a button helps to raise public awareness, lets your students see you support the campaign, and by the way, it looks great with any colour!

Wearing a button puts the issue on the radar and shows that we really care about making this a safe and accepting place to work and learn

2. Speak about the rights and responsibilities that students have during Orientation and in your classes.

The Charter of Students' Rights and Responsibilities is contained in the Daytime Student Handbook provided to each student on pp. 90-94



generally, students have the right to

- (1.1) think, write speak, learn, pursue social, cultural and other interests... subject to the requirement that they respect the rights of others,
- (1.4) a learning environment that is safe and conducive to learning and
- (1.5) be free from discrimination and harassment

generally, students are responsible to

- (3.2) become familiar college policies, procedures, procedures and rules and regulations,
- (3.4.3) refrain from behaviour or demeanor unsuitable or detrimental to the learning environment, respect the professor's right to:
 - (4.1.3) formulate and enforce attendance policies,
 - (4.1.4) determine subject content, methodology and grade assessment and
 - (4.1.5) set reasonable deadlines for assigned work
- (4.1.7) submit work that is their own,
- (4.1.8) write tests as scheduled by the professor and
- (4.1.10) respect the professor's right to expect decorum and appropriate behaviour in classroom | labs, shops, field placement, etc.

talk to students about respect and what that looks like in your program. some ideas...

- Have a classroom discussion about appropriate language to be used in the College.
- Talk about and demonstrate how to have a respectful difference of opinion within classroom discussions.
- Talk about the differences between politically-correct and respectful dialogue... sometimes they are the same; sometimes not. We want to promote authentic discussion in an environment that fosters the honest and respectful exchange of ideas. These ideas can be uninformed, controversial, even ugly, but it doesn't mean we don't discuss them. Respect is not about just being nice, it goes far beyond that.
- Provide guidelines about how to do group work in a respectful way that encourages participation and results in inclusiveness
- Explain what diversity is and why we value it in our learning community; diversity in a classroom can greatly enhance learning.
- Tie behaviour expected in the classroom to behaviour expected in the workplace
- Tie behaviour expected in the classroom to behaviour expected in society... our most successful graduates have always been the best communicators and those that demonstrate an attitude of respect for themselves and others

A Brief Summary

Overall 33% of Students Surveyed said The **respect.** Campaign influenced their behaviour.

If they had either:

- A) **respect.** Presentation or
- B) Class Discussion around the Student Code of Conduct, the number rises to 44%

If they received both, the number jumps to 57%

KPI Question

Did the **respect.** Campaign create a positive learning Environment at Confederation College?

**48% of Students
responded with a yes!**

As a student, you have rights & responsibilities. The right to be respected and the expectation to demonstrate respect is paramount. Following is a brief summary of what you can expect from us, and what we expect from you.

To summarize:
generally, students have the right to . . .

- think, write, speak, learn; pursue social, cultural and other interests... subject to the requirement that they respect the rights of others,
- a learning environment that is safe and conducive to learning and
- be free from discrimination and harassment
- feedback on academic performance



generally, students are responsible to . . .

- become familiar with college policies, procedures, and rules and regulations,
- refrain from behaviour or demeanor unsuitable or detrimental to the learning environment

generally, students are responsible to accept the professor's right to:

- formulate and enforce attendance policies,
- determine subject content, methodology and grade assessment
- set reasonable deadlines for assigned work
- expect that students submit work that is their own,
- Schedule tests
- expect decorum and appropriate behaviour in classroom, labs, shops, field placement, etc.

Summarized from *The Charter of Students' Rights and Responsibilities in the Daytimer Student Handbook* provided to each student on pp. 89-94

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discrimination and harassment - a description

Each member of the Confederation College community is responsible for helping to create an environment that is harassment and discrimination free. Work, learning, and socializing can be accomplished in an environment of understanding and mutual respect for the dignity and rights of each individual.

Discrimination means any action or behaviour that results in unfavourable or adverse treatment based on race, colour, gender, sexual orientation, religion, intellectual capacity, body shape, age, family background, parental status, socio-economic background, ancestry, place of origin, ethnic origin (including language, dialect, or accent), citizenship, age, marital status, family status, record of public offences or pardoned federal offences, disability, or receipt of public assistance.

This policy includes verbal, personal, emotional, physical, and e-harassment (msn, email, Facebook etc.) and bullying in all its forms.

It is your right to learn in an environment free from discrimination and harassment.



where can I go for help?

Talk to your Professor or Program Coordinator

Student Success Centre
475 - 6112

Counselling Student Success
475 - 6114

SUCCI/OASA Office
475-8228

Wellness & Diversity Office
475 - 6237

Ombudservice (New - Fall 2007)

www.itsaboutrespect.com



Change Your Life Through Learning

We came to learn.
We came to graduate.
We came to get a career.
Here's how...

respect.

lives here

a pocket guide to
**respect. & your
Student Rights
& Responsibilities
at Confederation
College**

respect. *in action*

Lunch and Learn Seminars

"one hour sessions to help us
build a respectful college community"

seminar 1 ~ Jacquie Cottingham **Dealing with Disrespect**

Participants will learn how to...

- Effectively intervene when we witness behaviour that is inappropriate
- make it a "learning moment"
- confront in a respectful way
- respond when others lose their temper
- phrase your responses so they are firm but respectful
- seek support
- determine when to ask for help

Monday, September. 17, 12-1 pm - S261

Wednesday, September. 26, 12-1 pm - S261

seminar 2 ~ Jim Lees **Cyber-Bullying**

Participants will learn ...

- what cyber bullying is
how incidents have been dealt within educational institutions in Canada and in the United States
- what to do when cyber-bullying happens
- what other schools are doing to deal with this

Tuesday, October 9, 12-1 pm - S261

Tuesday, October 16, 1-2 pm - C254

*You bring your lunch,
we'll provide the refreshments*

EVERYONE WELCOME!



respect. *in action*

Learning Sessions

“focussed sessions to help us
build a respectful college community”

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seminar 3 ~ Amy Rusak

CMHA Photovoice: Exposing Our Path to Wellness

Participants will learn:

- The experience of living with a mental illness
- The barriers to recovery for those diagnosed with an illness
- The tools needed from within each person and from the community to achieve wellness.
- How professionals and volunteers can enhance their ability to assist individuals in the recovery process

A multimedia presentation with 40 photographic images and narratives portraying the experience of mental illness and recovery from the perspectives of eight psychiatric survivors living in Thunder Bay

Photovoice is an excellent training tool for anyone who wants to assist those living with a mental illness in their process of recovery.

Thursday, October 11, 1 - 3pm - C244

Please RSVP to arusak@confederationc.on.ca



SUCCI's Involvement

- campaign support since the inception
- creation of a portfolio including the respect. campaign Programmer, Wellness and Diversity.
- assistance with marketing of campaign, creation of literature, etc.



SUCCI's Involvement

- assistance with the website

www.itsaboutrespect.com



**what can
I do?**

**dealing with
disrespect when it
comes your way**

A student comes to your counter, obviously upset and when you ask if you can assist responds with frustration, becomes demanding and begins to use profanity, in a loud aggressive tone.

What do you do?

You are on your break in the cafeteria, you overhear a student using a racial derogatory name for another student.

What do you do?

Passing through the student commons
two students are playing Ping Pong.

One misses a shot and shouts an
expletive.

What do you do?

A coworker gets emails with scantily clad pictures in them, they choose to forward them around the office. You feel uncomfortable with the content.

What do you do?

You start work in a new area, one of your coworkers addresses you as “The New Guy/Girl” 6 months in they still use the term, and talk down about your skills to others who deal with you.

What do you do?

The Manager in your area, shouts at the Secretary for a scheduling error in front of others including students.

What do you do?

A coworker asks you to go to another department to ask a question saying “if you go you’ll get it right away, if I go I’ll have to wait a week”

What do you do?

how to intervene...

- be direct
- be assertive
- leave emotion out of it
- its ok to be afraid –
- standing up for what you believe can be hard

respect. is about
awareness
respect. is about
responsibility
respect. is about
action
we all deserve
respect.

www.itsaboutrespect.com

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