



Creating a Respectful Workplace:
The Keys to Enhancing Employee Interaction
in a Diverse Workforce



What You Will Learn Today

- Learning ways to enhance our level of understanding towards and respect for supervisors and coworkers from different backgrounds
- Examining, respecting, and if necessary challenging assumptions and beliefs about those with whom we work and interact
- Learn details about the company's unlawful harassment policy at and what is expected of employees
- Understanding the company's commitment to resolving disputes and knowing the company's complaint procedure/process



Race, Ethnicity, Nationality, Gender



- **Stereotypes**: An exaggerated belief about a person or group
- **Prejudices**:
 - **Definition**: A preconceived idea or negative attitude about a person or group; a bias without reason
 - **Impact**: Prejudices imply inferiority, lead to suspicion and are detrimental to communication and interpersonal relationships
- **Assumptions**:
 - **Definition**: Ideas or behaviors taken as true even when there is no proof
 - **Impact**: Generally become self-fulfilling prophecies. We look for behavior that validates our preconceptions and disregard what does not fit.

Other Diversity Factors



- Seniority with Company
- Language
- Disabilities
- Sexual orientation
- Religion
- Family background/upbringing
- Marital status/parental status
- Others?