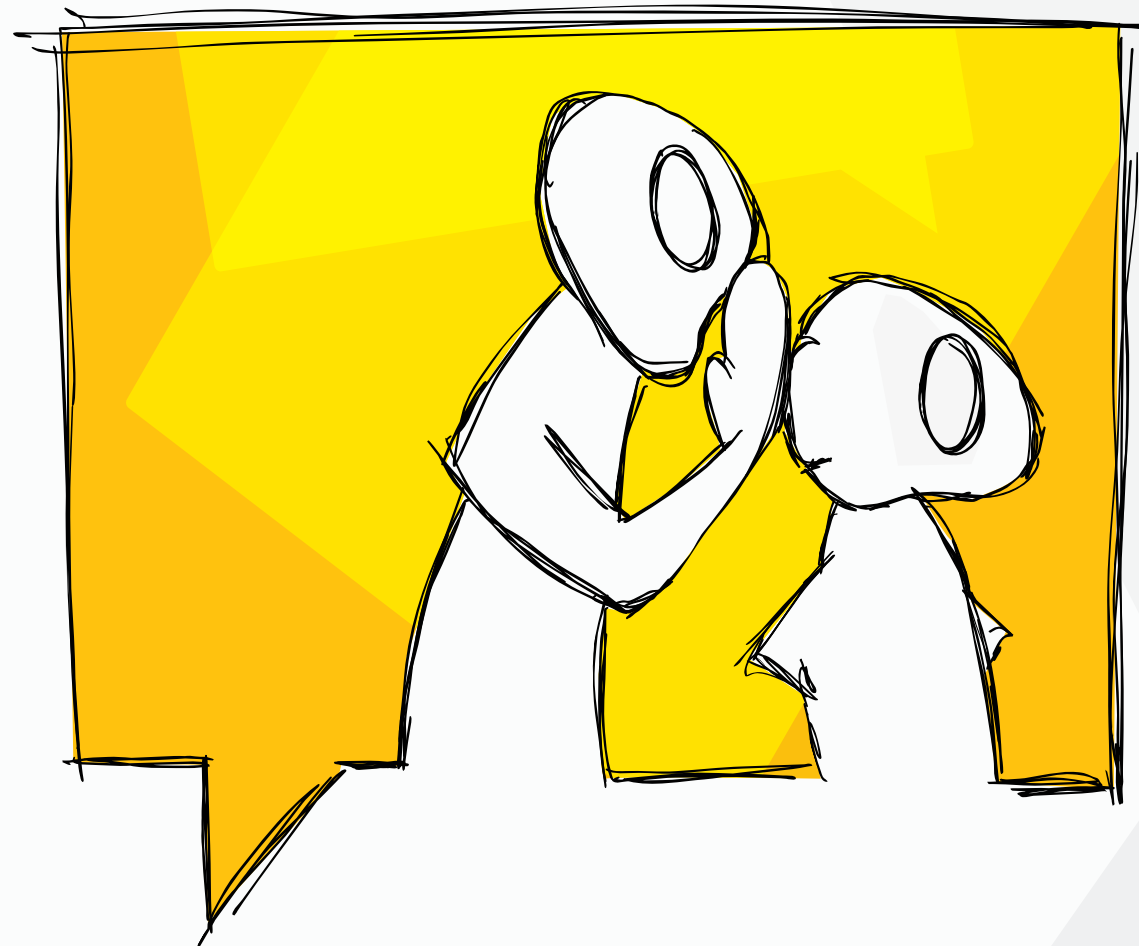




# GOSSIP



Did you know that gossip is a sign of an unhealthy workplace? When people **talk about each other** instead of **to each other**, issues escalate instead of getting resolved.

### Harmful gossip:

- Hurts the person being targeted.
- Spreads conflict and negativity across the entire team.
- Creates an environment of mistrust and low morale.

## What can you do?

### As a victim

- Approach the gossiper and politely let them know their behaviour is inappropriate and hurtful.
- Talk to a trusted supervisor about your concerns.

### As a colleague/witness

- Gossipers with no audience don't last long. Act with integrity and don't pass it on.
- You could say, "You know, that hasn't been my experience with them, and I don't feel right talking behind their back" or "That sounds like something I'm probably not supposed to know. We should respect their privacy."
- Talk to a trusted supervisor about your concerns.

### As a manager

- Make it clear that gossip isn't tolerated, then walk the talk. Your own tact and discretion set the tone for your team.
- Talk to the gossiper in a private space. Help them understand the impact of their actions on others.
- Use the Manager's Conversation Guide if someone reports a situation of harassment or incivility.

## DID YOU KNOW?

# 80%

of employees feel that their co-workers create a positive work environment.

- Results of ESDC's 2019 Pulse Survey on Harassment

## At any time, contact one of the Department's many resources!



**Harassment Centre of Expertise (HCE)**



**Office of Informal Conflict Management (OICM)**



**Office of Values and Ethics (OVE)**



**Union Representatives**

**SPEAK UP!**

HARASSMENT CENTRE OF EXPERTISE