



## Harassment and Discrimination

As you have seen in recent weeks, the issues of harassment, bullying and discrimination at the City of Edmonton workplace have been in the spotlight.

Each and everyone of us has a corporate obligation and social responsibility to provide a safe working environment - one that's free from harassment and discriminatory treatment. It is absolutely unacceptable for these behaviours to exist in our workplace, or any workplace, for that matter.

Collectively, City employees at every level need to foster a safe, inclusive work environment. This is everyone's issue and we each have a role to play and as managers, we are responsible for modelling appropriate behaviour.

We must conduct ourselves in a respectful and courteous manner and build on some of the things we are so great at: collaboration and engagement.

I want to thank those who have taken the time to reach out to me and other Board members over the last while to provide comments concerning the situation and possible solutions. CEMA will continue to work closely with its members to achieve a work environment that fosters high-level trust.

CEMA is also working closely with the other unions and associations to ensure we have a process that is safe and trusting for all employees. Additionally, we look forward to the new processes and supports that the corporation will implement to effectively deal with unacceptable behaviour City-wide. Updates will be communicated to the membership as we hear about them.

We can be proud of our talented and passionate workforce and the work we do each day to make Edmonton a better place. Your contributions are vital to the citizens of Edmonton.

With your help, the City of Edmonton can become the safe and respectful workplace we all deserve.