



## Putting “Respect” Back In Respectful Workplace

## Learning Objectives

- Understand the importance of clearly setting expectations for behavior
- Articulate the differences between harassment, discrimination, and disrespect
- Understand responsibilities in maintaining respect as a culture core
- Change lives by developing great leaders

## About Us

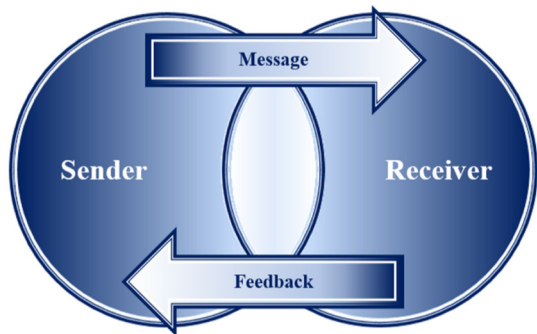
Since 1958, AmeriBen Human Resource Consulting Group has provided support to organizations of all sizes in a variety of industries to help develop great leaders. Some of the services we provide are as follows:

- ✓ Training & leadership development
- ✓ Employee hotline
- ✓ HR compliance and best-practice audits
- ✓ Employee engagement, satisfaction, & opinion surveys
- ✓ 360 degree evaluations and coaching
- ✓ Affirmative action plans

*The following training is not to be construed as legal advice. For specific legal advice, please contact your corporate counsel or a labor attorney.*

# Respect As A Culture Core

*What does respect mean to you?*



*“Do not check your soul at the door when you cross the threshold of your workplace... Respect comes not from the work you do, but the way you do your work.”*

*- Mary Manin Morrissey*

# Beyond Compliance

*What is discrimination & harassment and do you know it when you see it?*

Title VII	ADEA	ADA	GINA	PDA	USERRA & VEVRA
<ul style="list-style-type: none"> <li>• Race</li> <li>• Color</li> <li>• Religion</li> <li>• Sex</li> <li>• National Origin</li> <li>• Sexual Harassment</li> </ul>	<ul style="list-style-type: none"> <li>• Age (over 40)</li> </ul>	<ul style="list-style-type: none"> <li>• Mental</li> <li>• Physical</li> <li>• Perceived</li> </ul>	<ul style="list-style-type: none"> <li>• Genetic Information</li> </ul>	<ul style="list-style-type: none"> <li>• Pregnancy</li> </ul>	<ul style="list-style-type: none"> <li>• Veteran Status</li> <li>• Current Military</li> <li>• Future Military</li> </ul>

*\*States / Local municipalities have additional protected classes.*



*Why does it exist,  
and why doesn't it get addressed?*

## **Value Based Decisions**

*Do your teams know your values and what  
they mean?*

*Pull the string, and it will follow wherever you wish. Push it, and it will go  
nowhere at all.*

*- Dwight D. Eisenhower*



# Promoting Respect

*How do we promote a respectful workplace?*



**“Changing Lives  
By Developing Great Leaders  
In Family, Business, Community,  
and The World”**

*“When people honor each other, there is a trust established that leads to synergy, interdependence, and deep respect. Both parties make decisions and choices based on what is right, what is best, what is valued most highly.”*

*- Blaine Lee*

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