Living out AHS “CARES” values
Demonstrating the AHS competencies
Resolving conflict respectfully
Treating others the way they want to be treated
Clarifying intentions and asking questions
Encouraging and appreciating others
Giving constructive feedback and work direction
Supportive and respectful performance management

Gossip (casual, unproductive conversation)
Telling offensive jokes
Dishonesty
Negative body language
Withholding information (not sharing your views, diverting)
Camouflaging (not being clear, using abstract language, sarcasm)
Withdrawal (refusing to participate in a discussion, not replying to emails)

“Ganging up” on someone in an intimidating way
Yelling, shouting or swearing at someone
Criticizing or embarrassing someone in front of others
Threats, intimidation, insults, name calling
Malicious gossip
Repeating a behaviour after being asked to stop
Deliberately setting someone up to fail (withholding information, unreasonable demands)

Sexual innuendos
Sexual advances
Showing or sending pornography, sexual jokes, or content (including forwarding e-mail, text, or other methods)
Making jokes about someone’s identity, (including sex, race, sexual orientation, age, etc.)
Purposefully misgendering someone
Repeated targeting of an individual
Treating an individual or group differently based on their identity

Physical assault (hitting or trying to hit, pushing or shoving, etc.)
Sexual assault
Verbal threats of physical harm
Gestures that threaten physical harm
Throwing objects
Wielding a weapon

For more information, search and visit “Respectful Workplaces and the Prevention of Harassment”, “Respectful Workplaces” and “How to Address a Workplace Concern” on Insite.