

<p style="text-align: center;">PACP RECOMMENDATION AND DEADLINE</p>	<p style="text-align: center;">CSC RESPONSE TO RECOMMENDATION 2</p>
<p>Respect in the Workplace Recommendation 2</p> <p>IN MAY 2021, Correctional Service Canada (CSC) provided the Committee with its 2018–2019 and 2019–2020 annual reports on workplace climate and employee well-being, as well as with a progress report on its assessment of the creation of a separate and independent office on workplace harassment, discrimination and violence.</p> <p>The committee is requesting an update on the assessment of the creation of an ombudsman position and an explanation of what decision, if any, has been made.</p>	<p>Harassment in any form is completely unacceptable and the Correctional Service Canada (CSC) is committed to ensuring that its workplaces are safe, secure, and free from harassment and discrimination. Initiatives include a new National Comprehensive Strategy on Workplace Wellness and Employee Well-Being to identify risks and action plans with performance measures to track progress. Additionally, the service developed a Work Place Harassment and Violence Prevention Program and implemented mandatory training for all employees, as well as an assessment tool to help identify the risk factors and determine the appropriate preventive measures. Further, a National Employment Equity and Diversity Committee Strategic Plan is in place to support inclusivity and respect for diversity.</p> <p>CSC has added robust expectations to performance agreements for executives, managers, and supervisors on effectively managing harassment, intimidation and bullying. It is our expectation that any allegation raised will be taken seriously, while the police will be informed immediately of any incidents that could constitute a criminal offence. CSC has also completed its Ethical Risk Assessment initiative that enabled operational sites and workplaces to identify and prioritize ethical risks, develop mitigation strategies and implement them.</p> <p>CSC is in the process of creating an Ombuds function that will report directly to the Commissioner and will be guided by the principles of Independence, Impartiality, Informality and Confidentiality. The Ombuds will provide a safe environment for staff to raise an issue informally and confidentially, get assistance in navigating the system and explore options to resolve their concerns. CSC is also undertaking its first-ever audit of organizational culture that will help CSC better understand the actual culture as well as the root causes where the actual organizational culture is not in line with the desired culture.</p>

As has been made clear by these actions, CSC is working to make meaningful progress and sustain long-lasting positive change so all employees have a respectful and safe work environment.