

# Inclusive and Respectful Workplace Policy Update

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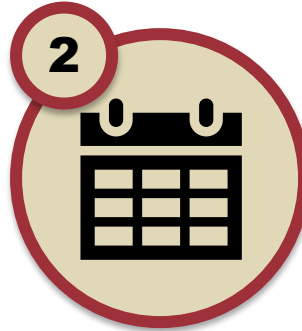
May 2, 2023

Deanna Pesik, Chief Compliance and Ethics Officer  
Annie Porbeni, Chief Human Resources Officer

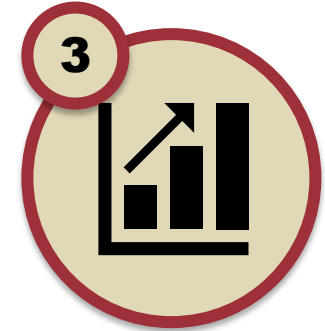
# Agenda



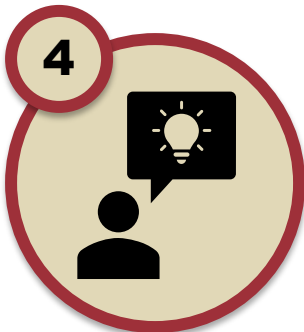
How we got here



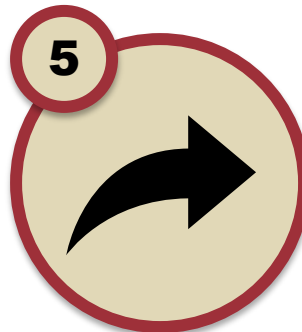
When we started



What we improved



Why we're doing this

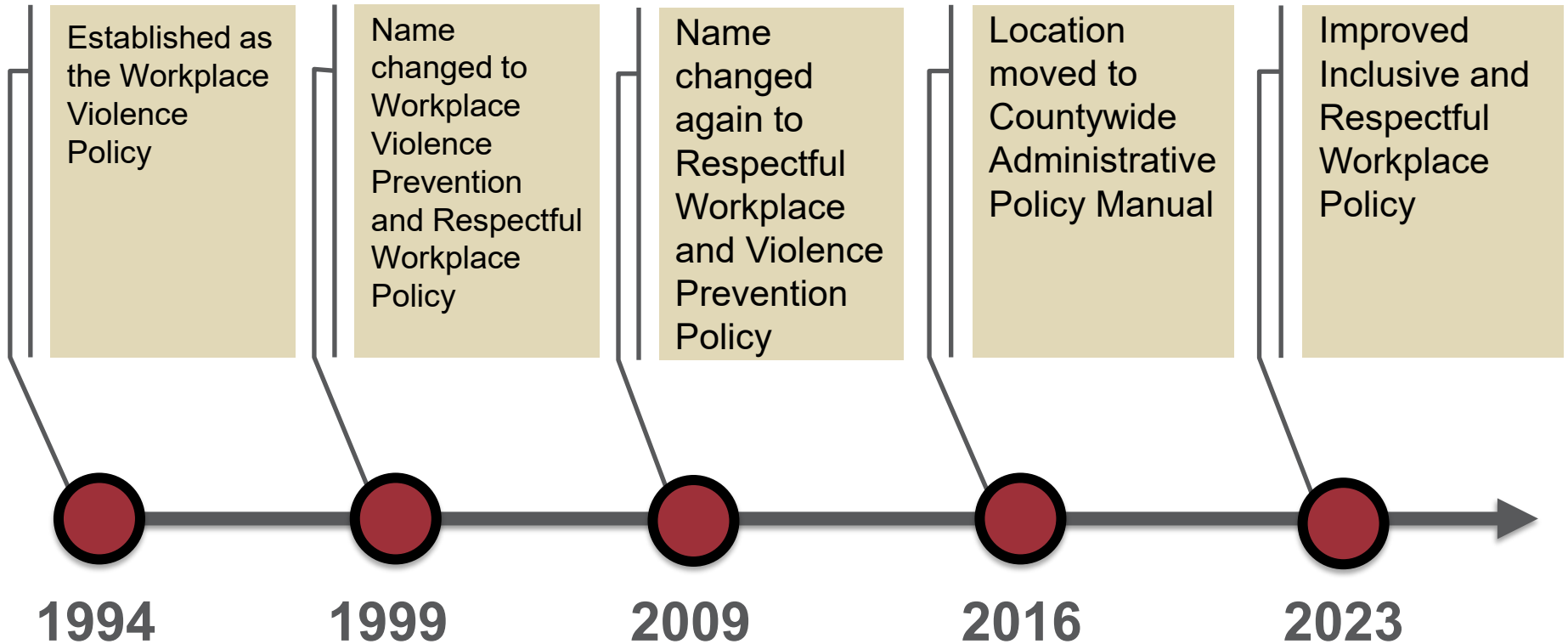


Where we go next

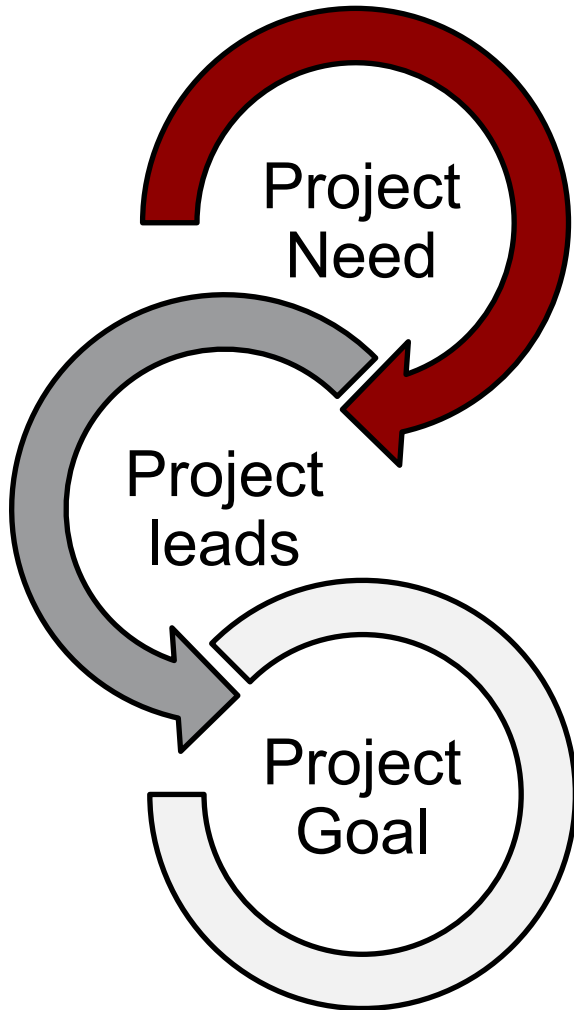


What to take away

# How we got here



# When we started



Project need was identified by and initial updates were drafted by the Ramsey County Attorney's Office.

Project was led by the Compliance and Ethics and Human Resources Office.

The objective was to ensure the policy was updated to be reflective of the current workplace climate, culture, and core values of Ramsey County.

# What we Improved

Incorporating the Nondiscrimination Policy



Incorporating the Sexual Harassment Policy

Incorporating the nonretaliation statement



Providing policy violation reporting instructions

Providing corrective action procedures



Giving information on confidentiality

Giving real world examples



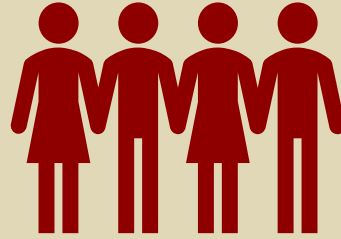
# Why we're doing this



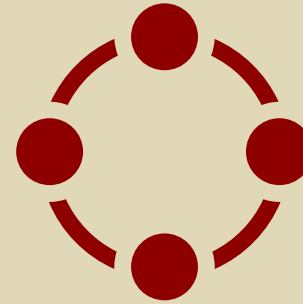
Curate a culture of respect, inclusivity and accountability



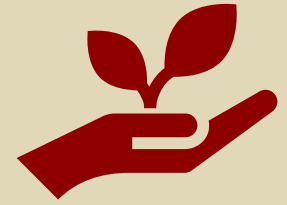
Provide clear standards and expectations



Promote employee morale



Foster county values



Nurture an environment of trust and transparency

# Empower employees



Treat everyone  
with respect and  
dignity



Be aware and  
challenge your  
own biases and  
assumptions



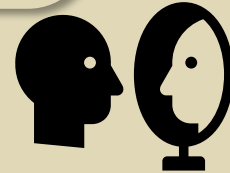
Use inclusive  
language



Listen and value  
opinions and  
perspectives of  
others

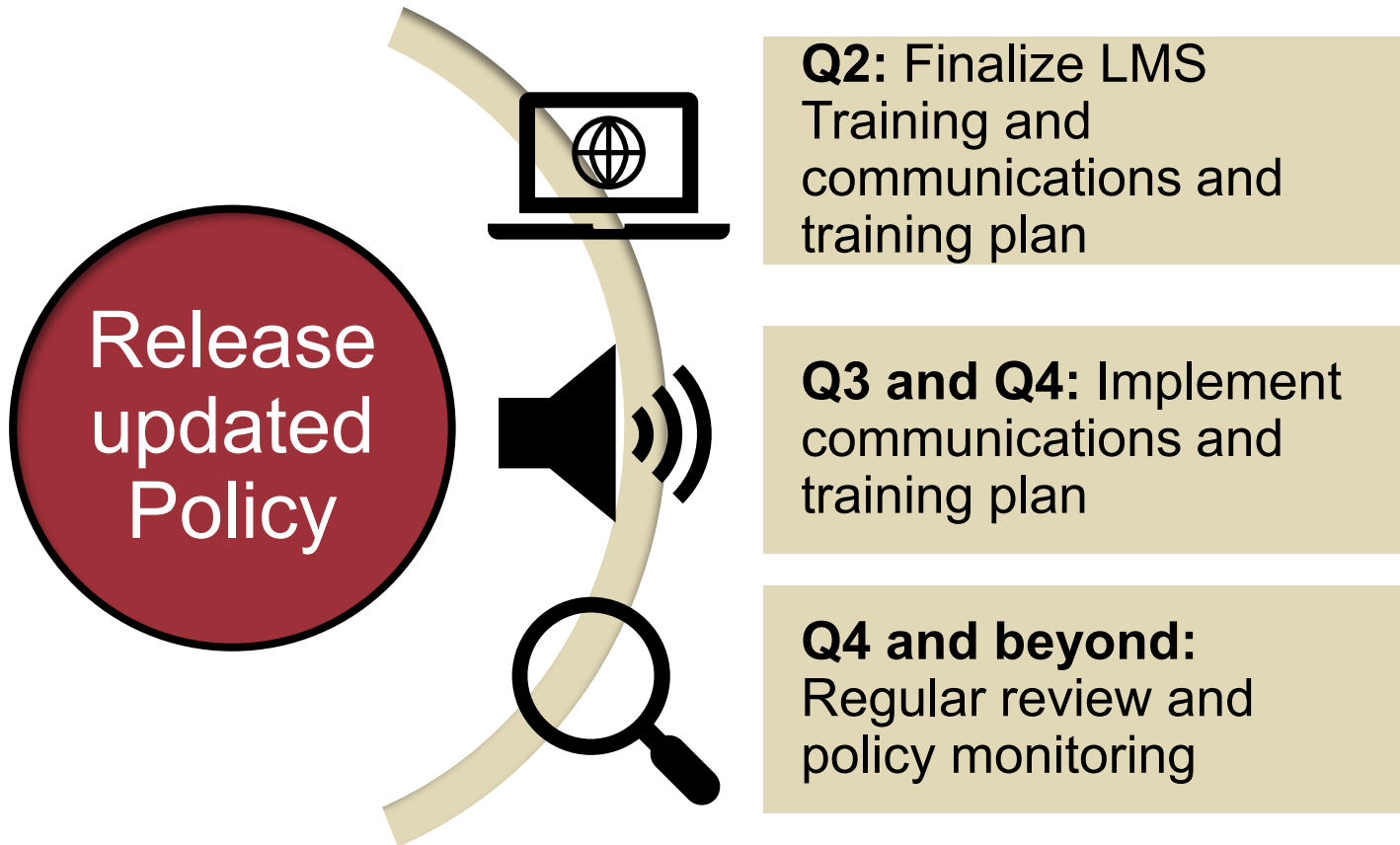


Be open to  
learning about  
different cultures,  
beliefs, and  
identities



Know your  
multicultural self

# Where we go next





# Compliance cycle



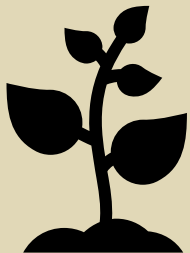
## What to take away



Ramsey County is committed to creating and maintaining a healthy, inclusive, and respectful workplace that is free of harassment and discrimination for our employees.

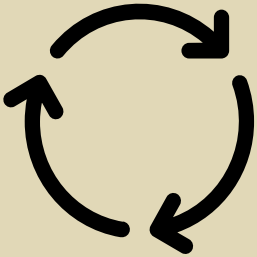


The Inclusive and Respectful Workplace Policy has been the foundation to do this for almost 30 years.



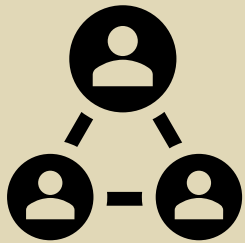
It is critical this policy continues to grow in order to reflect the current workplace climate, culture, and core values of Ramsey County.

## How to reach us



### **Compliance and Ethics Office**

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### **Human and Resources Office**

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