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STATE INSTRUCTION NUMBER 16-04

To: Local Area Signatory Officials
Local Area Administrators
DEW Area Directors
DEW Regional Managers

Subject: Workplace Civility

Issuance Date: August 24, 2016

Effective Date: Immediately

Purpose: To provide guidelines on establishing and maintaining a civil workplace that fosters a respectful environment with fundamentals of politeness, courtesy, and consideration.

Background: The Workforce Innovation and Opportunity Act (WIOA) requires increased coordination among existing and additional workforce partners. SC Works staff must promote mutual respect and civility in the workplace to attract collaborators and establish stronger partnerships across programs.

Policy: Regardless of role or position, all staff within the SC Works system is expected to behave in a manner that maintains a civil workplace environment, free of harassment and intimidation. Management bears a responsibility to ensure that respectful behaviors are exhibited at all times and to address those which are not. Indeed, management should exemplify the behavior expected of all staff in maintaining a positive and productive work culture.

Respectful workplace behaviors are those that promote positivity and professionalism including, but not limited to:

- Using respectful and courteous language in all interactions;
- Questioning an individual's position on an issue politely and seeking to understand his/her position;
- Giving an individual direct, non-personal feedback and where appropriate, in a private setting;
- Not displaying a negative attitude and understanding how one's attitude can affect the work environment;

- Approaching conflict with maturity and a true desire for resolution rather than an opportunity to disagree;
- Respecting the chain of command and raising concerns to management at the appropriate time, place, and with the appropriate tone; and
- Using discretion when communicating about issues that may be considered to be personal.

Inappropriate or unacceptable workplace behaviors are statements or acts that may negatively impact the work environment including, but not limited to:

- Using profane, abusive, vulgar, or harassing language;
- Berating or unnecessarily criticizing people in public;
- Gossiping;
- Deliberately embarrassing people;
- Using e-mail or text messages as a shield for rudeness or to further any other inappropriate or unacceptable workplace behaviors; and
- Addressing people in an unprofessional manner or tone.

All SC Works system staff and management have a responsibility to act in good faith towards maintaining a culture of inclusion, dignity, and understanding for all stakeholders in the workforce system. Disputes should be addressed using approaches that facilitate clear communication and respectful interactions that lead to mutually acceptable solutions. For disputes that cannot be resolved informally, the attached mediation/resolution process must be followed.

Action: Please ensure that all appropriate staff receive and understand this policy. The Workplace Civility Policy should be included as an attachment in local Memorandums of Understanding (MOUs) required under WIOA. See attached document for inclusion in local MOUs.

Inquiries: Questions may be directed to Scott Ferguson at RSFerguson@dew.sc.gov.



Patricia Sherlock, Director
Policies and Procedures

Attachment

SC Works Civility Policy

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1. Should informal efforts fail, the authorized signatory official of the WIOA local grant recipient, or designee, and the executive director(s) of the partner(s), or designee(s), shall meet to mediate and resolve the situation.
2. Should these efforts fail, the situation shall be referred to the chair of the Local Workforce Development Board who shall designate an ad hoc committee to mediate with the parties involved to resolve the situation.
3. Should local efforts fail, and/or situations reoccur, either party may send a written request to the State Workforce Development Board (SWDB) regarding mediation.
4. The Chair will designate the Executive Committee or an ad hoc committee of at least five SWDB members to mediate with the parties involved and attempt to resolve the dispute.
5. The SWDB will hear the dispute and provide a recommendation within 60 days.
6. The parties will be notified in writing of the SWDB recommendation within 20 days.