



# Centre for Integrity, Values and Conflict Resolution



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<http://intranet-rcaanc-cirnac/thecentre>

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## What Do We Do?

The Centre contributes to a healthy, respectful and ethical workplace by providing impartial and confidential services to employees at all levels within Indigenous Services Canada and Crown-Indigenous Relations and Northern Affairs Canada, related to a wide range of services such as:

- values and ethics;
- complaints and disclosures of wrongdoing;
- harassment and violence prevention and resolution;
- informal conflict resolution;
- legal assistance and indemnification.

**We promote workplaces that are free of harassment and violence and foster discussions on the application of values and ethics. We also deliver mandatory Workplace Harassment and Prevention and Values and Ethics training, to all employees of Indigenous Services Canada & Crown-Indigenous Relations and Northern Affairs Canada.**

## Values and Ethics

Our team provides all employees with advice and guidance on a wide range of topics related to the values and ethics code, such as:

All areas of conflict of interest including:

- outside employment or activities;
- post-employment measures;
- acceptance of gifts;
- duty of loyalty.

Participation in political activities and band elections.

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## Complaints and Disclosures

- The Centre processes all notices of harassment and violence and disclosure of wrongdoing under the applicable regulation and Act which govern these, and provides advice and guidance to employees at all levels within the Department.
- Under the *Work Place Harassment and Violence Prevention Regulations*, the Centre is the designated recipient responsible to provide all employees guidance, advice and review all workplace harassment or violent occurrences and, provide options and support to find resolution.
- Under the *Public Servant Disclosure Protection Act*, the Director of the Centre is the designated Senior Officer responsible to process and provide all employees guidance and advice on all incidents of wrongdoing. A public servant can make a disclosure of wrongdoing without fear of reprisal if someone is violating laws or regulations, grossly mismanaging public funds or assets, seriously breaching a code of conduct or causing specific danger to persons or the environment.



## Legal Assistance and Indemnification

The Centre processes all requests related to legal assistance and indemnification, which is available to all public servants who are subject to legal claims they incurred while completing duties or functions of their work, despite having acted in good faith.

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## Informal Conflict Management (ICM)

Skilled practitioners at the Centre work with employees at all levels, as well as groups, to help create and maintain a workplace where people resolve their differences through dialogue, cooperation, respect and mutual understanding.

- **For individuals, one-on-one and confidential:**
  - Consultation
  - Coaching
- **For two or more individuals:**
  - Facilitated Discussion
  - Mediation
- **For groups:**
  - Workplace assessment & restoration
  - Group process
- **Prevention & Learning:**
  - Awareness sessions
  - Training courses

The ICM team members can also act as a sounding board, help individuals explore options and build capacity to create a better workplace, and provide Ombuds services.

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