Policy Type: **EXECUTIVE LIMITATIONS**

Policy Title: **Positive Workplace Culture**

Policy Statement

A positive workplace culture enhances employee engagement, productivity and wellbeing and supports an organization's achievement of its mission. The culture is created and sustained through people and processes and their interaction with one another, and leadership plays a vital role in demonstrating the values and behaviours that enable the organizational culture to thrive. The Board is committed to fostering a superior work environment where members feel valued and respected and contribute to the attainment of organizational objectives.

Policy Application

A. The Chief of Police shall ensure that the DRPS nurtures a positive workplace culture by:

    1. Implementing and maintaining programs and activities in the following areas:

        i.   Diversity, equity and inclusion
        ii.   Member health and wellness
        iii. Prevention of harassment and discrimination
        iv.   Ethical behaviour
        v.   Leadership development
        vi.   Internal communication

    2. Ensuring regular communication between the Associations and DRPS leadership and basing dialogue on a commitment to collaboration and openness.

    3. Surveying members on a regular basis to assess their views of the organization and using their input to inform organizational improvement. A formal survey shall occur at least once every three years and informal input will be gathered on a recurring basis.

B. The recruitment and selection of any Chief of Police or Deputy Chief of Police will include an evaluation of the candidate's commitment to and experience in building and maintaining a positive workplace culture.

Reporting

The Chief of Police will provide an annual report to the Board summarizing compliance with section A of this policy.