

Options for resolution for POLAR employees



Conflict causes stress



Conflict may impact engagement in your job



Quality of work may suffer from conflict



A psychologically healthy workplace

There are resources for you!

Need help managing a conflict?

The Office of the Ombudsman for Mental Health and Employee Well-Being

You can contact the Ombudsman, Mario Baril, or the Associate Ombud, Eve Nadeau. To maintain confidentiality, use this email address: ombud@canada.ca.

A **Conflict Resolution Practitioner** is a neutral, third party professional that helps you manage conflict and find a solution. Informal Conflict Management System (ICMS) is available to POLAR employees. To access services, send an e-mail to ic.cper-prc.ic@canada.ca.

Feel you are not treated fairly?

Grievances

The Grievance Presentation Form can be found on the POLAR intranet, under Forms - Human Resources - Grievance Presentation Form

[Human Resources | POLAR Intranet](#)

Please consult the [Human Resource Management Policy](#) for more information.

Experienced violence or harassment?

Employees subjected to or who witness harassment or violence in the workplace must report the occurrence to their manager or **POLAR's Designated Recipient**, the Executive Director of Corporate Services.

Need to report wrongdoing in a safe space?

The **Office of the Public Sector Integrity Commissioner (PSIC)** of Canada investigates wrongdoing in the federal public sector and helps protect from reprisal whistleblowers and those who participate in investigations. For more information on how to make a disclosure of wrongdoing or to file a reprisal complaint, visit <https://www.psic-ispic.gc.ca>.

Could use additional advice or support?

- Have you talked to **your manager** about your situation? They can help you resolve concerns or conflict in the workplace.
- **Employee Assistance Program (EAP)**: Confidential psychological support – it's there for you. 1-800-268-7708
- **LifeSpeak**: Wellness videos and tip sheets, online. Visit Canada.lifespeak.com (password: Canada) for more information.
- Your employee medical benefits include psychologist and counselling services.
- Still unclear about your options? Contact HR at HR_HR@polar.gc.ca.