



# THE RESPECT CAMPAIGN




## Employee Resources

If you need someone to provide emotional support or help navigating available resources, please contact Janet Freeman, Equity and Inclusion Coordinator, in the Social Sustainability department, at 970-221-6758 or [jfreeman@fcgov.com](mailto:jfreeman@fcgov.com).

**Personnel Policies and Procedures:** [citynet.fcgov.com/pdf-gateway.php/humanresources/files/policies2](http://citynet.fcgov.com/pdf-gateway.php/humanresources/files/policies2)

### Employee Assistance Program (EAP) Confidential Counseling

(page 18 of the 2018 Benefits Guide: [citynet.fcgov.com/humanresources/files/benefitsguide.pdf](http://citynet.fcgov.com/humanresources/files/benefitsguide.pdf))


-  On the Phone: Counselors are available 24/7, 365 days a year through a toll-free number for assessment and consultations. Initial telephone assessment of concerns and references to resources and in-person providers are offered. Call 844-216-9810.
-  Face-to-Face: Eight 30-minute counseling sessions per occurrence are available per year.
-  Online: [GuidanceResources Online](#) is an award-winning comprehensive and interactive service. Web ID: FTCEAP

### Ethics Hotline

- Report unethical behavior on a confidential basis, if you choose: [citynet.fcgov.com/cmo/ethics.php](http://citynet.fcgov.com/cmo/ethics.php)

### Mediation

Workplace Mediation: [citynet.fcgov.com/nro](http://citynet.fcgov.com/nro)

-  Mediation focuses on having a positive, facilitated discussion.
- Mediation is available between staff members or staff to manager.
- Forward any documentation before the mediation session to your contact.
- If mediation is suggested, the employee has the option to decline.

### Talk with a Manager

- An employee can talk with any manager about a concern. Managers are obligated to report any discrimination to HR.
- Contact Equal Opportunity and Compliance Manager Carol Thomas, 970-416-4254 or [cathomas@fcgov.com](mailto:cathomas@fcgov.com)

### Mentoring

- WomenFoCUS mentoring program (open to all) where issues can be discussed: [WomenFocusIntern@fcgov.com](mailto:WomenFocusIntern@fcgov.com)

### Career Development

- Supporting employees in their pursuit of continuous improvement: [citynet.fcgov.com/humanresources/learning-cardev.php](http://citynet.fcgov.com/humanresources/learning-cardev.php)

## External Resources

- [“How to Get Your Employees to Speak Up”](#) by Rebecca Knight, The Harvard Business Review
- [“The surprising thing Google learned about its employees ...”](#) by Valerie Strauss, The Washington Post
- The City of Fort Collins is a member of [Government Alliance on Race and Equity](#) (GARE)
- Harvard University [Implicit Bias Test](#)
- Video: “#ThatsHarassment | [The Coworker](#) ft. Grace Gummer & Joseph Sikora”

For a digital copy of this document with hyperlinks, visit [fcgov.com/respect](http://fcgov.com/respect).

