Employee Complaint Process

NORTHERN HEALTH REGION

Indigenous Specific Racism
AD-01-195

Immediate Resolution
Try to resolve with person directly.
If unable to resolve or not comfortable doing so

Consultation
Consult with Manager, HR, or Union or Mentor

If Not Resolved - File Complaint
See form # NHR_0172 (11/22)
Forward to VP HR

Informal Resolution
- 1 to 1 discussion
- Manager Involvement
- HR/Union Involvement
- Consultation/Mediation

Formal Investigation
- Internal Team
- External

Respectful Workplace
HR-02-55

Violent Prevention
HR-09-145

Complete Occurrence Report

General
HR-02-85

Attempt to Resolve

Formal Resolution

Appeal

Whistleblower
AD-01-70

Disclose to Manager

If conflict, disclose to designated officer

Disclose to ombudsman