

# Setting Respectful BOUNDARIES



When setting boundaries, it is important to look at the person and state you do not want the behaviour that has been exhibited to continue. Use a firm but respectful tone. It's OK to say "I am uncomfortable when you do to me. Please discontinue the behaviour." This should not be done in front of everyone; it should be done in a conversation between the two of you. After any incident or conversation, be sure to document what happened.

## Personal Space

Tell the person to back up, that you are uncomfortable, and that you need your space. If they do not back up, you can take a step back and reinforce again verbally that you need a bit of space between the two of you before the conversation can continue.

The next time this person approaches you for a conversation and they get too close, tell them again that you need personal space. Keep doing this as needed.

## Touch

You can tell people not to touch you. It's okay to not want to be hugged by your hugger coworker. If someone wants to give you a back rub or always pats you on the back, tell the person to stop. Not everyone likes to be touched.

## Body Language

What do you do when someone rolls their eyes at you or puts up their hand when you are speaking? It's okay to point out the offensive behaviour and state you do not like the behaviour that was exhibited and that you want to work in a respectful workplace.

**Should the behaviour not stop, document and report the behaviour. Being a caregiver does not mean you are giving up your person for someone else's comfort.**