



HUMAN RESOURCES AND LABOR RELATIONS DEPARTMENT

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To: County Staff

From: Andrew S. McKinnon, Director
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Date: March 8, 2021

Re: Creating a Culture of Dignity: Take Responsibility for Workplace Gossip

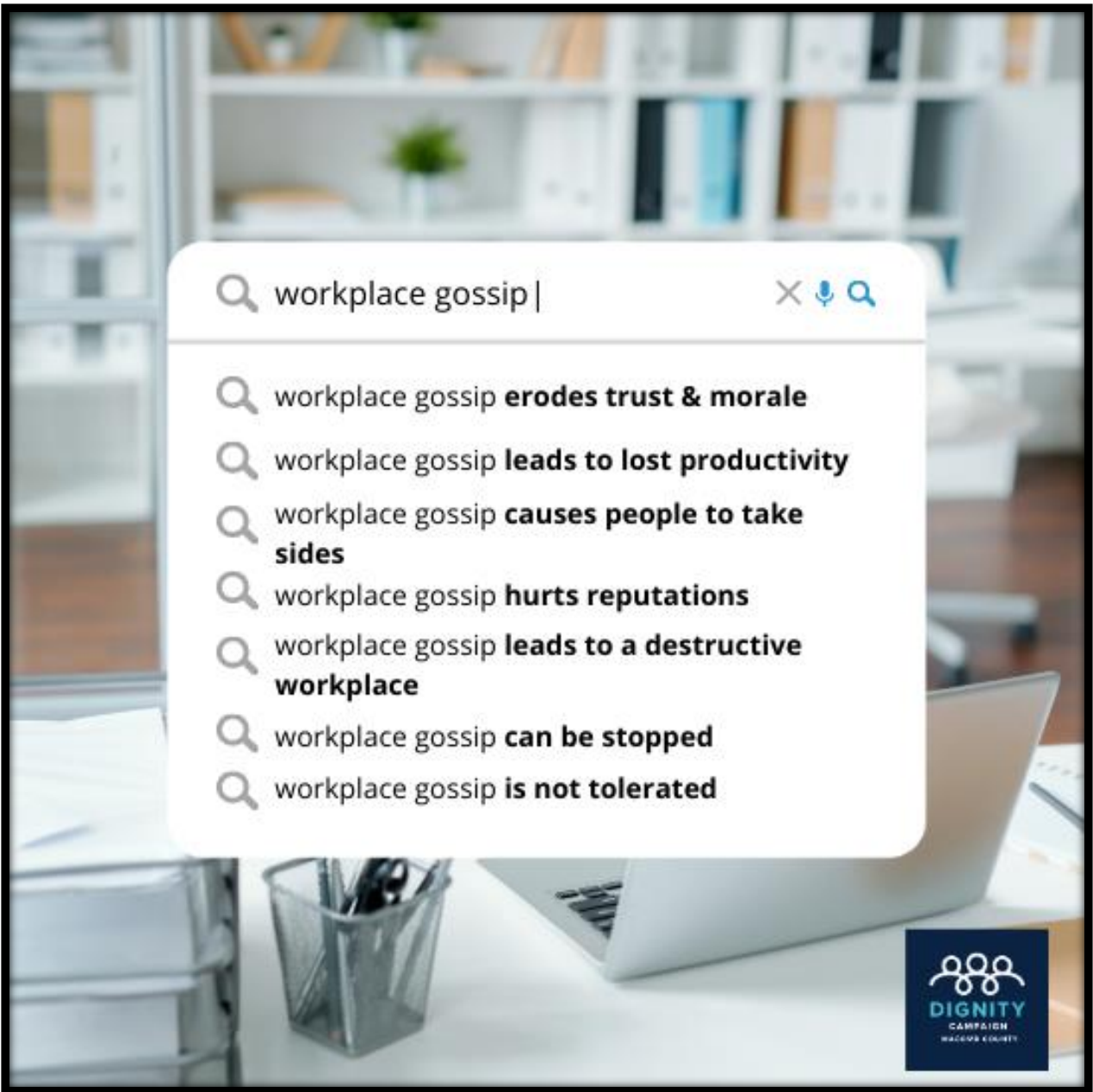
The Dignity Campaign believes that creating a culture of dignity is a process that begins with acknowledging the value of each person we encounter, including ourselves.

Gossiping begins by speaking negatively of others, spreading unverified information, or purposefully starting rumors. Gossiping is demeaning.

When gossip spreads, it erodes trust and morale, leads to lost productivity, causes others to take sides, and hurts reputations. Gossip is also used to validate our beliefs or to confirm rumors we've become personally invested in. It can even diminish the integrity and reputation of the gossiper.

Gossiping leads to a destructive workplace and, for this reason, cannot be tolerated. We can, and must, do better for ourselves and those around us by preventing and stopping the spread of gossip.

Throughout this week the Dignity Campaign will focus on Gossiping because it is so detrimental to the workplace and in our lives in general. Studies show that the average person gossips approximately 52 minutes per day, so we know this is something that likely impacts us all. This week we will offer tips on how to combat gossiping as well as showcasing the various ways gossip is spread.



workplace gossip |

- workplace gossip **erodes trust & morale**
- workplace gossip **leads to lost productivity**
- workplace gossip **causes people to take sides**
- workplace gossip **hurts reputations**
- workplace gossip **leads to a destructive workplace**
- workplace gossip **can be stopped**
- workplace gossip **is not tolerated**

