

WHAT WOULD YOU DO?



When checking on residents, you come across Janet cuddling in bed with a female visitor.

What would you do?

**This is a fictional scenario and the situation above does not represent any specific individuals*

This poster is inspired by the 'Mad Poster Project' by Rick Gourlie, retired long-term care administrator. This work is supported in part with funding from the Government of Ontario through the Ontario Centres for Learning, Research and Innovation in Long-Term Care. The views expressed herein do not necessarily reflect the views of the Province.



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WHAT WOULD YOU DO?



During dinner time, you come across two male residents, Herman and Bill, holding hands.

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WHAT WOULD YOU DO?



You're helping a new resident, Kathy, have a bath. While assisting her with getting undressed, you realize she has a penis.

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WHAT WOULD YOU DO?



While assisting George with getting dressed, he asks for help putting on a bright pink dress that is hanging in his closet.

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WHAT WOULD YOU DO?



You are taking a break in the employee lunch room. While sitting there, you hear a nurse say, “You know, it’s because they’re *from that country*.” The other team members laugh together.

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WHAT WOULD YOU DO?



Mrs. Sandhu starts talking to you in Punjabi, a language you do not speak or understand.

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WHAT WOULD YOU DO?



You are a maintenance worker and have a request from the Occupational Health and Safety team to move the furniture around in Mr. Ahmad's room. When Mr. Ahmad returns to his room, he yells at you because the dresser is now on top of his prayer mat.

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WHAT WOULD YOU DO?



You are the recreation therapist facilitating a game of trivia. Mrs. Bernier becomes frustrated with another resident:
“You never remember anything, and you never know the answers. Get out of here!”

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WHAT WOULD YOU DO?



You are leaving work with your direct manager and he makes a comment about a resident's family member (*who you know is under-housed**):
“He sure smells awful! He needs to take a shower. When he came into my office today, he smelled so bad I couldn't breathe.”

What would you do?

**Under-Housed: Refers to those who have inadequate or poor housing due to housing affordability issues.*

See Diversity Toolkit for full definition

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WHAT WOULD YOU DO?



You overhear a colleague referring to Mrs. Miller as 'sweetie'. Later, Mrs. Miller tells you that she finds it uncomfortable because it's a childish way to address a grown woman.

What would you do?

WHAT WOULD YOU DO?



You are helping Mary get into her pyjamas. While doing so, she asks, “Where are you *from*? I’m surprised your English is so good.”

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WHAT WOULD YOU DO?



You are facilitating a group exercise class. Mrs. Roberts makes a comment loudly to the whole group: “Margaret so slow, and she can never hit the balloon. You should stop inviting her to this!”

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WHAT WOULD YOU DO?



At the bake sale, your colleague Angelo makes a snide remark to you about another colleague, who is buying a box of cookies: “Erica is so fat already! She really doesn’t need any more cookies!”

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WHAT WOULD YOU DO?



You are in the dining room at lunch time. You observe two PSW colleagues speaking in their first language during mealtime, but you know that the residents do not understand this language.

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