Our Plan to Eliminate Sexual Harassment

must be equipped and supported to

model respectful behaviour and uphold

safe inclusive environments.

workplace culture.



and supported to uphold the standard

Case for Change **Activities** Outputs **Interim Outcomes** Shift • Awareness campaign Staff can identify sexual harassment, There is limited understanding of • On-going comms Awareness and communications know how to report it and access the what sexual harassment is. Quarterly staff updates Shift 1: support available the harm it causes, and how • Workshops on understanding sexual harassment Knowledge to recognise or respond to inappropriate behaviour. Staff are Ara Tika positive environments module Knowledge unsure how to speak up safely or Staff understand their role in building Learning • Leaders training on positive environments empowers staff support others. positive workplace environments • On-going all staff training on positive environments to understand There is a lack of clarity around what sexual harassment respectful, inclusive behaviour looks and enables • Revised Code of conduct like in practice, making it easier for prevention. Clear expectations of acceptable and harmful behaviour to be overlooked • Updated Policies and guidance Expectations are clear and set unacceptable behaviour are communicated • CE and leaders set expectations or normalised. NLC expectations Reporting options • Clear, updated reporting options are accessible, Clear and accessible pathways and processes Staff given information and supported to detailed and widely communicated. for reporting and speaking up choose formal or informal channels Shift 2: Many staff members do not feel safe • Response process and timeframes updated and reporting sexual harassment due to Speak up communicated to Leaders and HR concerns about who to report to and We take concerns seriously and ensure • Digital system to support Reporting & Response Fair and consistent approach lack of trust in the process. complaints are handled fairly and consistently Staff have the trust • Process to track complaint timeframes and outcome Guidelines for leaders and HR with clear accountability There is a perception that responses and confidence • Consistent process to update staff on progression to complaints are inconsistent, lack to speak up • Assurance process to review % of cases, for confidentially, take too long and are about sexual accountability not always fair. harassment. Explore and trial different response models Staff trust that they can raise concerns • Document the trial of different response models, e.g. other region HR, national panel, external etc safely and confidentially evaluate results and implement new options. • Equip leaders to support staff through raising a There is a lack of visible consistent concern and clearly communicate protections Shift 3: Raising concerns is supported specialised support when a staff member against retaliation We clearly communicate protections is deciding to make a complaint, during Support Speaking up won't hinder career opportunities • Review and update Shaping Corrections Employee against retaliation and take action when and post the complaint process, which and Safety NPS questions and track results Staff who report can leave individuals feeling isolated concerns are raised sexual harassment and retraumatised. Proactive interventions and receive trauma-• Psychological demands analysis. Risks and controls Staff who experience or witness safeguards are established informed support identified then implemented sexual harassment often do not feel and feel safe safe to report due to fears of career Staff feel support needs are consistently and supported consequences, stigma or being met when concerns are raised **Support options** regardless of • Support Services include specialist support services disbelieved. Without strong protections Available before, during and after the their background, and link to Union support and trauma-informed support, many process (to all participants in the process) identity or role. • Review role of Sexual Harassment Contact Officers choose not to come forward at all. • Regular reporting summaries (e.g. number of There is a permissive culture that complaints, resolution times and outcomes) in Increased transparency normalises everyday sexism, creating annual report and live data Our response is enduring and we continue space for sexual harassment to Shift 4: to maintain visibility and momentum on be overlooked or accepted. When **Prevention** • Include in People Plan preventing sexual harassment Strategic plans and governance commitment inappropriate behaviour is minimised, • Include in Health, Safety & Wellbeing Plan Embedding sexual harassment prevention staff don't feel safe or supported Review governing bodies (SUOG, CEAG etc) Our workplace is to speak up. free from sexual Change requires shared responsibility, **Recruitment and Promotion** • Consistent use of E Hono Ana in recruitment harassment with clear expectations and consistent Commitment to preventing sexual harassment is valued a safe, respectful and promotion enduring responses. Leaders and staff Leaders and staff are equipped, capable and inclusive

• Leadership and staff expectations on sexual

harassment clear in Leadership framework

Leaders and staff know expectations and

are supported to model them