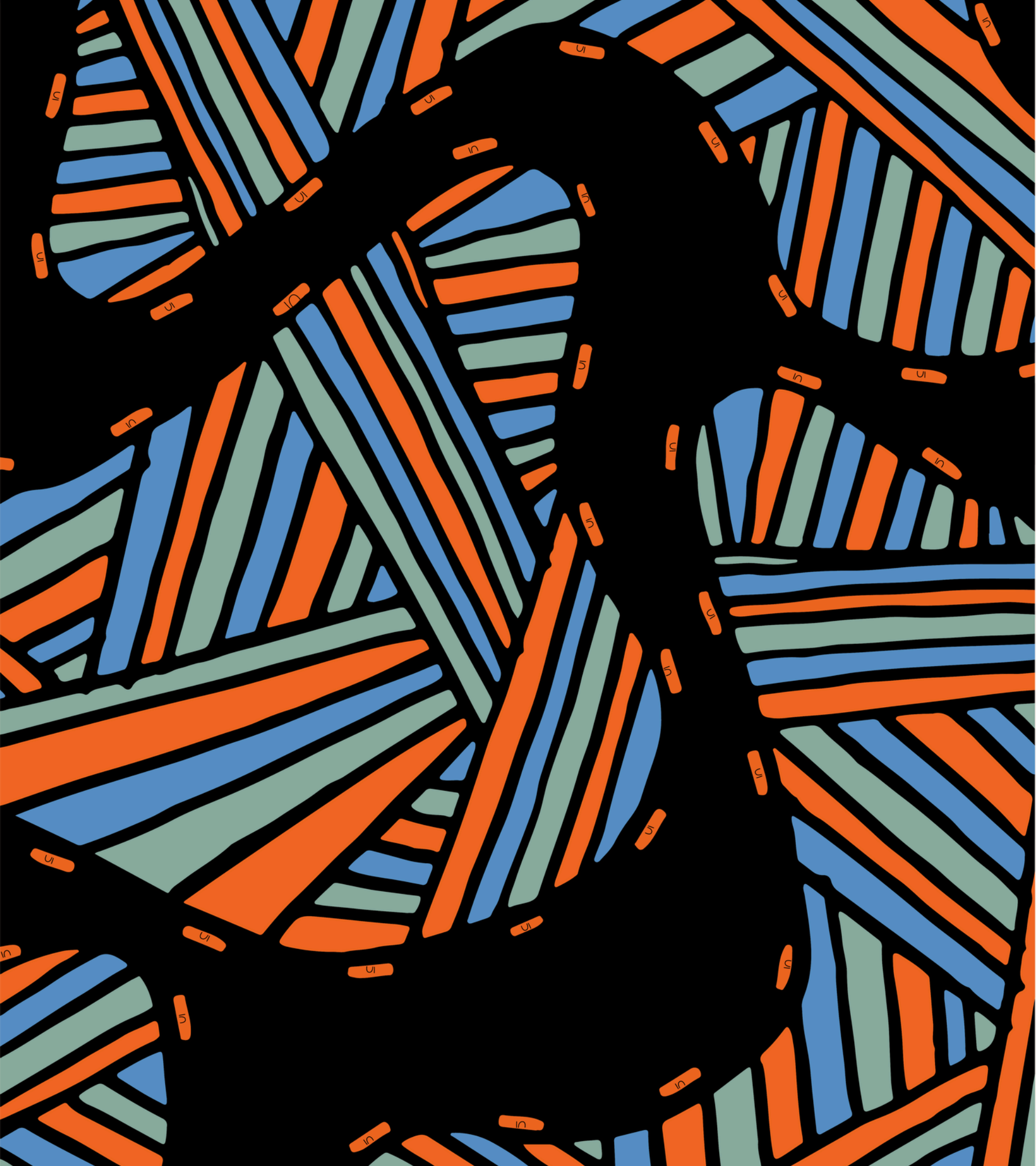


A Whole-Of-Organisation Approach to Respect at Work

OPERATION

BUILDING SAFER, STRONGER WORKPLACES

RESPECT



ACKNOWLEDGEMENT OF COUNTRY

“Kiiraka”

BY ARTIST NARELLE OSBORNE

Australia as a whole from its land to its people is diverse and has many layers.

Support and resources available

Today's event will discuss themes of gendered violence and sexual harassment. If you are feeling impacted by any content covered today, please take care of yourself and reach out for support if needed.

If you feel you need to leave our session you can do so by clicking the Red Leave button in Zoom

Support Services:

1800RESPECT – 1800 737 732

13 YARN – 13 92 76

LifeLine – 13 11 14

MensLine Australia – 1300 789 978

Men's Referral Service – 1300 766 491

Beyond Blue – 1300 224 636

If you are in immediate danger, call 000 for Police and Ambulance Help



OPERATION RESPECT

Today's objectives

- Learn about a leading practice example of building respect in the workplace, from NAWO Member company BlueScope
- Explore enablers for building respectful workplace cultures with Our Watch
- Gain insights into how to achieve lasting cultural shifts that not only prevent workplace issues but also enable teams to thrive

Introductions



Laura Towey

**National Employee Relations &
Employee Experience Manager
BlueScope**



Alisha Taylor-Jones

**Acting Manager - Prevention
Implementation (Workplaces)
Our Watch**

OPERATION RESPECT

BlueScope's Respectful Behaviours Program





Respect is How We Work.

Exploring How BlueScope Creates a Respectful Workplace

with Testimonials from Our People



BlueScope

**RESPECTFUL
BEHAVIOURS**

OPERATION RESPECT

BlueScope's Respectful Behaviours Program



Building respectful workplace cultures with Our Watch



Our Watch A Whole-Of-Organisation Approach to Respect at Work

Alisha Taylor-Jones – A/Manager – Prevention
Implementation (Workplaces and Media)

About Our Watch

Our Watch is the **national leader** in the primary prevention of violence against women in Australia.

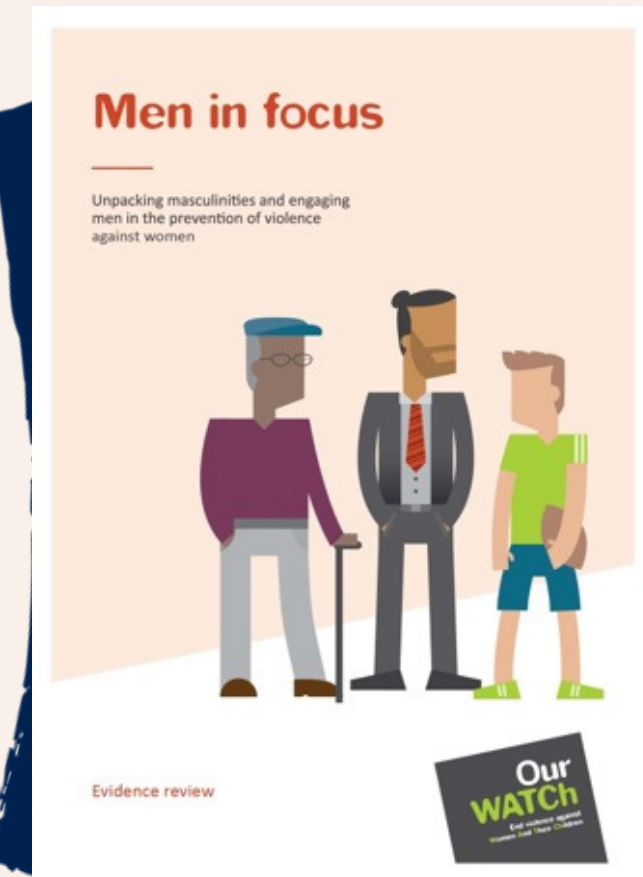
Primary prevention means **stopping violence against women before it starts** by addressing its root causes.

We work with businesses, governments and communities to **drive long-term cultural change** where people live, work and play.



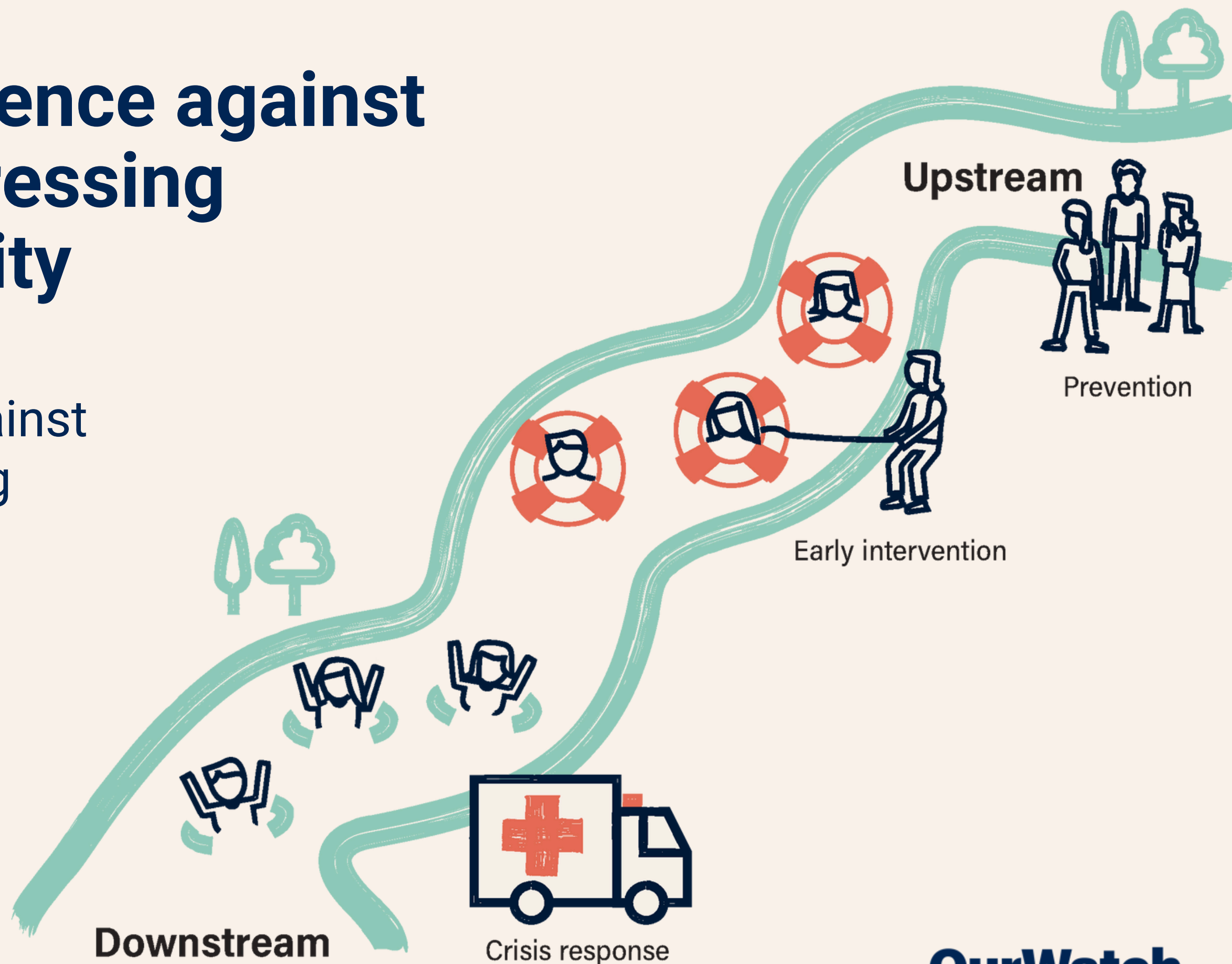
OurWatch

Evidence-based approach to prevention



Preventing violence against women by addressing gender inequality

Preventing violence against women means stopping violence before it starts



How can organisations take a whole of organisation approach to fulfilling their positive duty?

Whole of organisation approach

- **All parts of the business** have a role to play when it comes to fostering workplace equality and respect.
- **Psychosocial hazards** (like sexual harassment, discrimination, bullying, etc) can be accounted for, monitored, and managed through well-established **Workplace Health and Safety** mechanisms, risk registers, and policies.
- **Different business units** (such as Diversity, Equity, and Inclusion) need to be talking to operational leaders, legal, and risk management/safety teams.
- **Use your influence** – you can impact your subcontractors, supply chain, and customers behaviours and expectations too.



Workplaces need to address the drivers of violence against women

Excusing or minimizing violence

Action

Challenge the condoning of violence against women (e.g., active bystander initiatives)

Gender inequality

Action

Address inequalities in the workplace (e.g., gender pay gaps, lack of women in leadership)

Rigid gender stereotyping

Action

Challenge sexism in the workplace (e.g., promote the use of inclusive language)

Masculine workplace behaviours

Action

Engage men in preventing violence against women (e.g., male allyship initiatives)



Workplace Equality and Respect Standards

Commitment

Conditions

Culture

Support

Core Business

Workplace Equality and Respect: Standards for your organisation

<https://www.youtube.com/watch?v=cWusKKeQKDw>

OurWatch

How Our Watch Workplace Equality & Respect Standards align with AHRC Positive Duty Standards

Our Watch

Workplace Equality & Respect Standards

Standard 1. Commitment

Standard 3. Culture

Standard 4. Support

Standard 2. Conditions

Standard 5. Core Business

AHRC

Positive Duty Standards

Standard 1. Leadership

Standard 2. Culture

Standard 5. Support

The AHRC Positive Duty Standards below are embedded as processes of all five Our Watch Workplace Equality & Respect Standards:

Standard 3. Knowledge

Standard 4. Risk Management

Standard 6. Reporting & Response

Standard 7. Monitoring, Evaluation & Transparency

The Australian Human Rights Commission (AHRC) guiding principles for all standards

Consultation

Gender Equality

Intersectionality

Person-centred /
Trauma-informed

Before Positive Duty, Our Watch had created the 5 Workplace Equality and Respect Standards. With the AHRC this year releasing 7 Positive Duty Standards to support workplaces to meet their positive duty, Our Watch has mapped the 5 Workplace Equality and Respect Standards across.

You can find more details here:

<https://www.ourwatch.org.au/workplace/resources/positive-duty-standards>

How do workplaces take action to prevent sexual harassment

What's the process?



- **Get the data** – you need to understand who is in your business, and what their experiences are. Think culture/engagement surveys and focus groups. Make sure under-represented groups have an amplified voice.
- **Get Leadership Buy-in** – make sure your leaders are aware of their obligations and opportunities. They set the culture and behavioural expectations from the top.
- **Identify your change agents** – who across the business (HR, WHS, Executive Sponsors, Operational Managers) need to be involved to drive change.
- **Make your action plan** – embed the work into workplans and KPIs.
- **Review and reflect** – monitor your impact and outcomes, and embed times to review and change as needed.

Workplace examples



- **Monitor and address gender pay gaps and imbalances within teams**
- **Sponsor women and diverse colleagues into leadership and P&L roles**
- **Review the complaints process** to make it safer for employees to speak up about sexual harassment and other inappropriate behaviour, including having a method to **record anonymous incidents** of sexual harassment and other inappropriate behaviour to address the potential for underreporting of incidents.
- Review the **induction process for sub-contractors (if used)** to ensure that they are aware of policies and penalties of sexual harassment and other inappropriate behaviour.
- Review the promotion and management of **social events** (e.g., farewells and end of year celebrations) to further prevent and reduce incidents of sexual harassment and other inappropriate behaviour.
- Develop new **types of training** on this topic for deeper engagement, such as interactive sessions on the skills of having courageous conversations, bystander intervention, managing a complaint fairly and sensitively and being aware of more subtle issues such as the impact of bias and disrespect. This may include the creation of very safe environments for honest and meaningful discussions (e.g., all female focus groups).
- Run **internal campaigns** emphasising the workplace's vision for this work, and what supports are available for all staff.

Workplace sexual harassment is preventable.



This is our opportunity and responsibility to lead
the change.

Thank you

Discussion

**How progressed are you in
your actions towards a whole
of organisation approach to
respect at work?**

Do you have initiatives in this area that stand out as great examples of a whole of organisation approach?

How likely is your organisation to progress this approach and work in the next 12 months?

What's your key learning or reflection from today's session?

Operation Respect: what's next

Applying an intersectional lens to policy and practice

31 OCTOBER

Join us for a transformative Operation Respect webinar designed to empower people leaders with the insights and tools needed to apply a gendered and intersectional lens to policy and practice. This is your chance to actively shape a workplace culture that's safe, inclusive and respectful for all employees.

Featuring: Dr. Niki Vincent, Commissioner for Gender Equality in the Public Sector, Victoria

NAWO.ORG.AU/OPERATION-RESPECT

Getting the systems right for reporting and responding

19 NOVEMBER

Are your workplace systems truly safeguarding your people? Join us for a powerful and transformative "Operation Respect" webinar designed specifically for senior leaders committed to creating a culture where every voice is heard, and every concern is addressed with integrity and respect.

