

WORKPLACE GENDERED VIOLENCE

Is your workplace doing the right things?

-  The workplace is gender equitable (such as an even distribution and turnover of women and men across jobs and levels).
-  There are no requirements about employee appearance that might make people feel disrespected and vulnerable (such as uniforms or expectations about wearing make-up).
-  Banter and inappropriate comments are uncommon when staff gather, and if it occurs, people speak up.
-  There is a clear process for an employee to report unwanted behaviour, whether from a manager or a co-worker, confidentially and without fear of reprisals. Reports are processed and appropriate action is taken.
-  Employees are not penalised for reporting inappropriate behaviours – for example by being moved to a different team or restricted in their role and responsibilities.
-  Perpetrators are responded to appropriately.
-  There are no offensive materials or posters in the workplace.
-  There are no areas in your workplace that are isolated or intimidating to enter.
-  People who have recently started in the workplace are appropriately supported.
-  All employees have access to appropriate facilities, equipment and uniform based on their needs.
-  Everyone is encouraged and confident to actively participate in meetings and forums.
-  Social activities are inclusive.