Safety and Respect at Work – In conversation with Kate Jenkins

Here are a few questions or conversation starters for advocates seeking change:

1

What steps have you taken in response to Respect@Work which has highlighted the high prevalence rates of sexual harassment in Australian workplaces?

(Provide available industry data if available, see the AHRC 2018 SH survey Everyone's Business to reference specific rates for the relevant industry).

2

What are you doing to PREVENT sexual harassment in this organisation?

(This question will likely highlight that most workplace action is primarily in response to SH).

Answers might include: industry action, WHS prevention approaches, enhancing manager capability in prevention, education of staff – is it effective/evaluated?)

3

What sort of oversight/ governance/ transparency do you have for sexual harassment?

This question is to understand how often the CEO and board considers this issue, whether information is reported to them, whether they can confidently say the systems in place are to their satisfaction.

In practice workplaces tend allocate responsibility for SH in the HR area with strict confidentiality requirements a barrier to reporting for oversight or learning systemic lessons.

4

What steps are you taking to ensure the safety and well being of the people who experience sexual harassment?

Answers here could include, providing multiple reporting options, access to independent support services, taking victim centric approaches to complaint management, first responder training for managers and other staff.

5

Recognising that a key driver of sexual harassment is power disparity and gender inequality, what are you and the board doing to advance gender equality within the organisation, especially towards gender balance across leadership and through the organisation?

How are you ensuring your intention is being acted on?

Have you identified other power disparities that will cause increased risks of SH?

Do you measure and hold managers accountable for progress?