

# Getting started with Positive Duty



Positive Duty laws are in effect, which means businesses and employers must take all reasonable steps to prevent unlawful behaviours, rather than only responding after it occurs.

What this looks like in practice will vary from business to business, employer to employer. But by taking simple steps you can address Positive Duty and help lead the change.

## Step 1.

Begin by familiarising yourself with positive duty, your obligations under the *Sex Discrimination Act*, and the implications for your workplace. This could include running training sessions with your leadership team on the latest information.

## Step 2.

Conduct a risk assessment for sexual harassment in your workplace. This could include reviewing past incidents and assessing existing policies and procedures.

## Step 3.

Engage and consult with your employees about their experiences with sexual harassment, their concerns, and any ideas they have for improvement. It is vital that you provide a safe space for your employees to share their feedback that will not result in negative repercussions.

## Step 4.

Create an action plan based on your findings from your risk assessment and employee consultations to address any risks you have found or gaps in your policies and procedures. This plan should include specific goals, designated duties and accountabilities, and timelines for implementation.

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**Get started with Our Watch Workplace Equality and Respect tools and resources.**

**Visit: [www.ourwatch.org.au/workplace](http://www.ourwatch.org.au/workplace)**

Lead the change. Protect your employees and end sexual harassment in your workplace.