

Actions managers can take to end sexual harassment at work

Managers bridge the gap between the organisation's policies and the day-to-day experiences of employees. Management is key to enforcing policies and fostering an environment where all employees feel safe and respected.

- **Model appropriate behaviour**
Demonstrate respectful behaviour through your words and actions.
- **Team discussions**
Regularly hold discussions with your team about respect and inclusivity.
- **Support harassment claims**
Take all claims of harassment seriously and follow through with procedures.
- **Promote open communication**
Encourage team members to speak openly about any concerns.
- **Monitor team interactions**
Keep an eye on team dynamics and intervene when necessary. Always report incidents to People and Culture and leadership teams.
- **Encourage reporting**
Make sure team members know how and where to report harassment.
- **Performance reviews**
Include respect and inclusivity as criteria in performance reviews.
- **Lead team building activities**
Organise activities that foster respectful teamwork among team members.

Get started with Our Watch Workplace Equality and Respect tools & resources.
Visit: www.ourwatch.org.au/workplace



Lead the change.
End workplace sexual harassment.

Our Watch
Preventing violence against women