

# Actions People and Culture can take to end sexual harassment at work

Are you an HR professional responsible for People and Culture? You play a pivotal role in maintaining compliance with workplace policies and providing essential support to all staff.

- **Regular training**  
Organise regular training sessions on sexual harassment prevention for all staff, including leadership.
- **Clear reporting channels**  
Establish and maintain clear and confidential reporting channels with support systems in place.
- **Employee onboarding**  
Include sexual harassment prevention information in your workplace onboarding processes.
- **Feedback systems**  
Implement systems to gather anonymous feedback about workplace culture from all staff.
- **Monitor and evaluate**  
Regularly monitor and evaluate the effectiveness of prevention strategies.
- **Support systems**  
Provide support and counselling options for employees affected by sexual harassment.
- **Policy enforcement**  
Actively enforce harassment policies.
- **Diversity and inclusion initiatives**  
Develop programs that promote a diverse and inclusive workplace.
- **Legal compliance**  
Stay up to date on changes in legislations related to workplace harassment and discrimination, such as Positive Duty laws.

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**Get started with Our Watch Workplace Equality and Respect tools & resources.**  
Visit: [www.ourwatch.org.au/workplace](http://www.ourwatch.org.au/workplace)



**Lead the change.**  
End workplace sexual harassment.

**Our Watch**  
Preventing violence against women