# Workplace Equality and Respect

## Readiness assessment tool

**Acknowledgements**

Our Watch acknowledges the Traditional Owners of the land across Australia on which we work and live. We pay our respects to Aboriginal and Torres Strait Islander peoples past and present, and we value Aboriginal and Torres Strait Islander histories, cultures, and knowledge.

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This tool has five questions to help you determine if you meet the minimum requirements to continue undertaking a corporate culture change program to promote gender equality and prevent sexual harassment and gender-based violence. The tool can be used by senior executives and/or human resources and diversity and inclusion teams.

1. Has your leadership (CEO/board members/senior executives) committed to implementing the Workplace Equality and Respect tools and resources?

[ ]  Yes

[ ]  No

1. a). Do you have a team to lead work on implementing Workplace Equality and Respect?

[ ]  Yes

[ ]  No

b). Has this team’s engagement in this work been factored into their workplan?

[ ]  Yes

[ ]  No

1. Do you have adequate resources to undertake Workplace Equality and Respect?

[ ]  Yes

[ ]  No

1. Have key managers been trained in addressing discrimination, sexual harassment, and domestic/family violence disclosures?

[ ]  Yes

[ ]  No

1. Do you have policies and procedures to respond appropriately to disclosures of gender-based violence (including family/domestic violence and sexual harassment) and/or gender-based discrimination?

[ ]  Yes

[ ]  No

If you answered **no** to any of these questions, you would need to take action to address the gaps you have identified.

Please email equalityandrespect@ourwatch.org.au for more information. We can help you with resources (training, webinars, other tools, and products) to help meet the readiness requirements.