Workplace Equality and Respect Standards

Prepared by
Our Watch 2017
Workplaces are key sites in which to challenge gender inequalities, practices, attitudes and biases, that underpin the inequities and power imbalances that lead to violence against women.
Change the Story:
Addressing the drivers of violence against women

Workplace as a setting for prevention & understanding of effective workplace prevention

Who: Whole of organisation model
How: Achieving the five Workplace Equality and Respect Standards
What: leadership, strategy and norms and practices
Workplace prevention of violence against women

- Challenging sexism & discrimination
- Promoting & normalising gender equality
- Responding to violence against women

Workplace prevention of violence against women
The Workplace Equality and Respect Standards set out what needs to be done to truly embed equality and respect in any workplace.

The five Standards will support you to:

- secure the **commitment** of leaders and staff
- ensure **conditions** support gender equality
- reject sexist and discriminatory **culture**
- **support** staff and stakeholders who experience violence
- integrate gender equality into your **core business**.
<table>
<thead>
<tr>
<th></th>
<th>Staff Focus</th>
<th>Stakeholder Focus</th>
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<tbody>
<tr>
<td>1</td>
<td>Commitment</td>
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<td></td>
<td>We are committed to preventing violence against women and have structures, strategies and policies that explicitly promote gender equality.</td>
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<td>2</td>
<td>Conditions</td>
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<td></td>
<td>We embed gender equality in our recruitment, remuneration and promotion processes and men and women utilise flexible work options, without penalty.</td>
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<td>3</td>
<td>Culture</td>
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<td>All staff feel safe and confident to express themselves, and gender stereotypes, roles and norms are actively challenged in the workplace. Staff can raise concerns about gender inequality and potential discrimination without adverse consequences.</td>
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<td>4</td>
<td>Support</td>
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<td>We have the structures, practices and culture to ensure an appropriate response to staff and external stakeholders who experience violence, bullying and sexual harassment.</td>
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<td>5</td>
<td>Our Business</td>
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<td></td>
<td>We demonstrate our commitment to gender equality and the prevention of violence against women in all our work and interactions with stakeholders</td>
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1. COMMITMENT

STANDARD

We are committed to preventing violence against women and we have structures, strategies and policies that explicitly promote gender equality.

ELEMENTS

LEADERSHIP

• Our leaders consistently demonstrate a commitment to preventing violence against women.

STRATEGY

• We promote gender equality in our strategies, policies and procedures.

• We have dedicated resources and budget to actively address gender inequality and the drivers of violence against women within our workplace.

NORMS & PRACTICES

• We hold staff accountable for consistently promoting gender equality in all communications, organisational plans and activities.
1. COMMITMENT

WORKPLACE BENEFITS
ATTRACTION TALENT

INCREASE STAFF SATISFACTION
AND RETENTION

ENHANCE REPUTATION AND
GROW MARKET SHARE

WHY DOES IT MATTER?

When societies and institutions condone violence against women, rates of violence are higher.

Workplace leaders have a key role in setting new standards by actively addressing gender inequality and taking action to end violence against women.

WHAT DOES IT TAKE?

- Well-informed leaders who are committed to actively promoting gender equality in strategies, policies and their individual actions are vital. Appoint key staff to lead work on gender equality and give them the time and resources they need to take action.

- Implement measures of accountability that will support change – these might include public statements, targets and quotas, and procedures to avoid bias.

- Deliberately promote gender equality through communications and keep staff and stakeholders informed – not just about the organisation’s commitment but also its progress towards achieving workplace equality.
**The Basics**

**STEP 1** Getting started
- Identifying staff to lead the work internally
- Understanding violence against women and how workplaces can prevent it
- Securing genuine commitment from leaders
- Ensuring workplaces can respond to staff who experience violence

**HELPFUL TOOLS**
- Standards
- Implementation guide
- Introductory training

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**The next steps**

**STEP 2** Prioritising and planning
- Consulting and engaging staff and key stakeholders
- Collecting data on your workplace
- Assessing your workplace against the Standards to determine priorities
- Developing/revising a long-term strategy and immediate action plan

**HELPFUL TOOLS**
- Self-assessment tool
- Key progress indicators
- Staff survey

**STEP 3** Taking action
- Implementing priority actions to support gender equality

**HELPFUL TOOLS**
- Resource hub

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**ANNUAL CYCLE**
Elements

LEADERSHIP
Leaders influence culture, shape organisational structures and role model what is expected, accepted and applauded in the workplace.

STRATEGY
Governance is essential to driving, supporting and sustaining change.

NORMS AND PRACTICES
Norms and practices both reflect and impact on workplace gender equality.
NORMS AND PRACTICES
Norms and practices reflect and impact on gender equality.
Acceptable attitudes and behaviours are shaped by messages that friends, family and social institutions reinforce. Workplaces need to use their powerful influence to support attitude and behaviour change.

LEADERSHIP
Leadership shapes what is expected, accepted and applauded in the workplace.
Leaders across the workplace must actively and visibly support and model gender equality to prevent violence against women, and ensure the necessary resources to support organisational change.

STRATEGY
Strategy is essential to driving, supporting and sustaining change.
All practices and processes must represent, include and be accountable to women and support the structural and cultural changes necessary to achieve and sustain gender equality.
WER Key tools and resources
Standards
Implementation Guide
Self-Assessment Tool
Key Progress Indicators
Staff Survey
Training - 3 sessions
Resource Hub

Practice Guidance documents
Engaging leaders
Communications guide
Dealing with backlash
Equality and respect for all women - an intersectional approach
Reducing risk in workplace initiatives to prevent violence against women
Responding to disclosures
Workplace responses to staff who perpetrate violence
Workplace gender equality and the law
Workplace policies to support equality and respect
Working in rural, regional and remote workplaces to prevent violence against women
Workplace support for staff who experience family violence