

Workplace
Equality and
Respect
Standards



Prepared by
Our Watch 2017

**Our
WATCH**
End violence against
Women And Their Children

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.



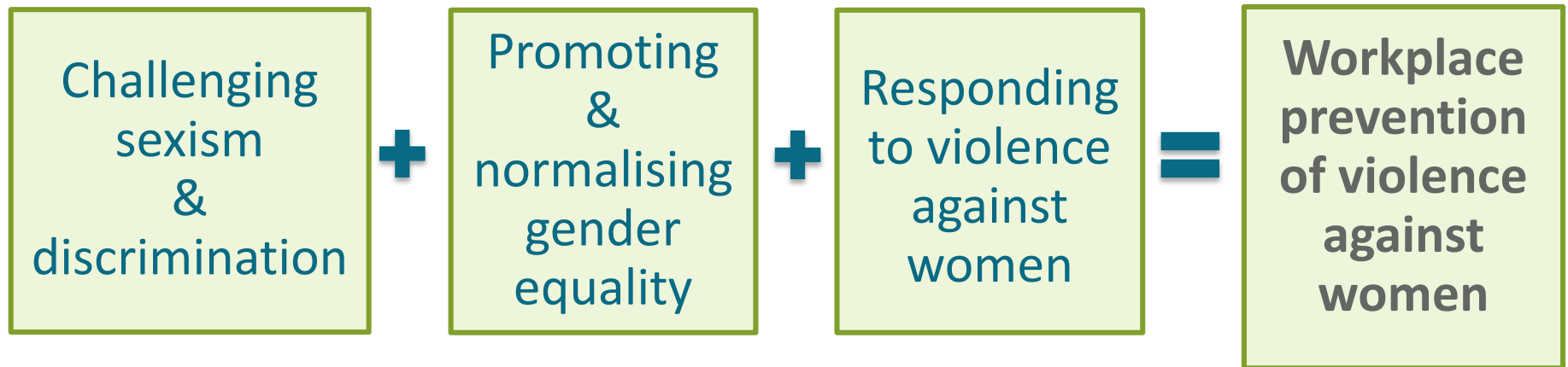
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Change the Story:
Addressing the drivers of violence against women

**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



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**.



STAFF FOCUS

1 Commitment

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

2 Conditions

We embed gender equality in our recruitment, remuneration and promotion processes and men and women utilise flexible work options, without penalty.

3 Culture

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.

4 Support

We have the structures, practices and culture to ensure an appropriate response to staff and external stakeholders who experience violence, bullying and sexual harassment.

5 Our Business

We demonstrate our commitment to gender equality and the prevention of violence against women in all our work and interactions with stakeholders

STAKEHOLDER FOCUS

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
ATTRACT 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.

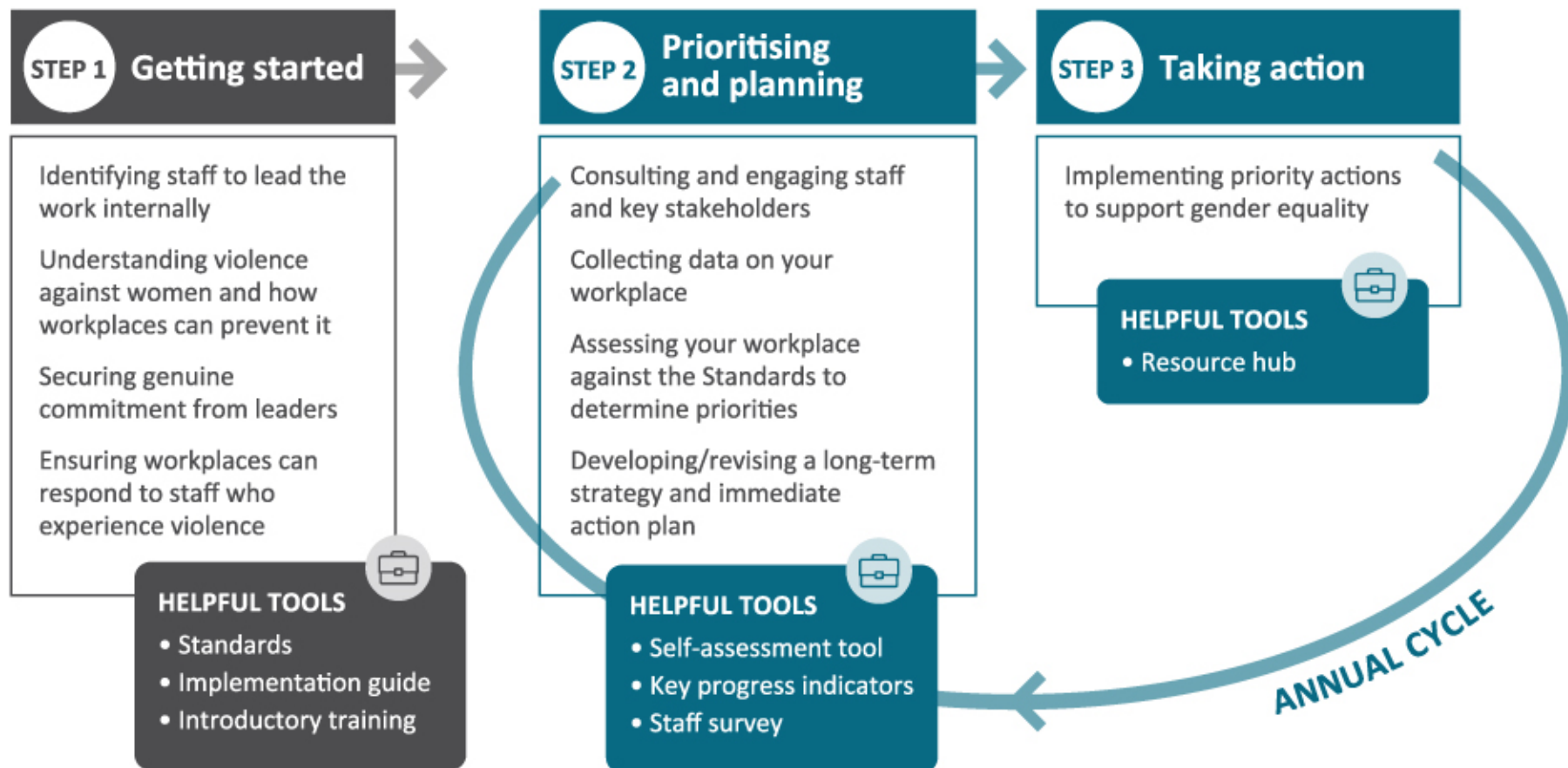
Workplace leaders have a key role in setting new standards by actively addressing gender inequality and taking action to end violence against women.

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

The next steps



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.

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Workplace
**Equality and
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Implementation
Guide



Workplace
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Staff Survey

**Our
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End violence against
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Workplace
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Key Progress Indicators

**Our
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Workplace
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Self-Assessment
Tool



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PRACTICE GUIDANCE
**Communications
guide**

**Our
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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