

POSITIVE DUTY COMPLIANCE

in regards to Sexual Harassment

Starting from 12 December 2023, significant changes are reshaping workplace safety. One crucial change is the Australian Human Rights Commission (AHRC) will gain enhanced enforcement powers.

But why should SME leaders care about these changes?

Here's why:

- Safer, inclusive workplaces—a commitment to well-being and combating harassment.
- Compliance isn't just legal; it's ethical leadership with legal, reputational, and financial risks.
- Prioritising safety sets SMEs as top employers in a competitive market.

WHAT YOU CAN DO TO PLAY YOUR PART

1 Keep senior leaders and managers informed and engaged in positive duty by including sexual harassment and compliance on board and senior leadership meeting agendas.

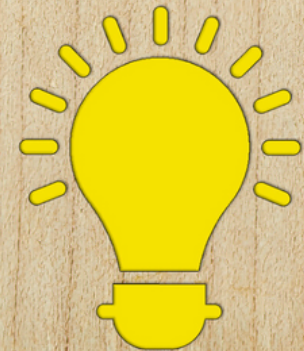
2 Regularly consult and engage with workers to eliminate potential sexual harassment risks, fostering a "speak up" culture.

3 Identify and assess situations with a potential for sexual harassment incidents, using a work health and safety approach and conducting risk assessments.

4 Evaluate comprehensive measures to reduce risks in line with changes to sexual harassment legislation and work health and safety obligations. Consider implementing a bystander policy mandating reporting of witnessed inappropriate behaviour.

5 Develop practical, proactive plans for positive duty compliance, with regular monitoring and reevaluation.

6 Assess policies and training programs for effectiveness and alignment with employer obligations, ensuring leadership involvement and inclusion of all workers.



STAY INFORMED

If you have questions, don't hesitate to reach out to us.

Send an email to:
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today and get our expert guidance!