

OUTCOMES OF THE SAGE ROUNDTABLE ON SEXUAL HARASSMENT

SAGE WILL TAKE A THREE-PRONGED APPROACH TO PREVENTING AND RESPONDING TO WORKPLACE BULLYING, HARASSMENT AND SEXUAL HARASSMENT:

1

A WORKPLACE HEALTH AND SAFETY APPROACH

2

A COLLECTIVE ACTION APPROACH

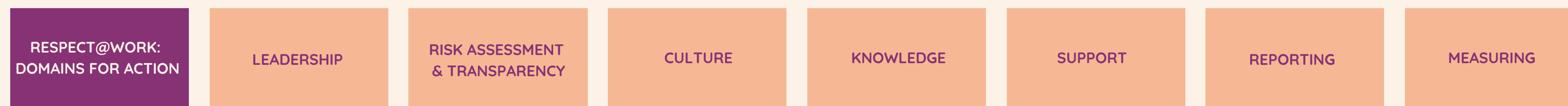
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AN EVIDENCE-LED, DATA DRIVEN APPROACH



- Establish a Tripartite Working Group with WGEA and the Victorian Gender Equality Commission to create and implement harmonised, fit-for-purpose, mandatory reporting requirements on preventing and responding to bullying, harassment and sexual harassment to reduce the burden of reporting and compliance.
- Establish a Special Interest Group with HER sector partners to adapt, develop and deliver resources and training materials on preventing and responding to workplace bullying, harassment and sexual harassment.
- Work with relevant peak bodies to design and implement mechanisms to proactively create a safe work and study environment in the HER sector.
- Convene an annual senior leaders' roundtable to evaluate progress in preventing and responding to bullying, harassment and sexual harassment.

SAGE APPROACH IS INFORMED BY THE RESPECT@WORK FRAMEWORK:



AND KEY POINTS FROM THE SAGE KEY LEADERS ROUNDTABLE* ON PREVENTING AND RESPONDING TO WORKPLACE SEXUAL HARASSMENT:

A WORKPLACE HEALTH AND SAFETY APPROACH	A COLLECTIVE ACTION APPROACH	AN EVIDENCE-LED, DATA DRIVEN APPROACH
<ul style="list-style-type: none"> • Reframe workplace sexual harassment as a safety issue rather than as a grievance/compliance issue • Accountability for providing a safe workplace sits at Board and Executive level • Use lessons from the way laboratory safety has been improved • Risk factors must be identified and controlled/managed • Incident data must be collected and reported • Take a zero-tolerance approach – all reports must be investigated • Systemic and cultural change is needed • Education is a key part of prevention • Buy-in and active bystander behaviour from all employees is important • Psychological safety enables reporting (by victims and bystanders) 	<p><u>Within institutions</u></p> <ul style="list-style-type: none"> • Sexual harassment is rarely a one-off; empower people to identify and report unacceptable behaviour before it escalates • Skills (not information-based) training is required <p><u>Across the HER sector</u></p> <ul style="list-style-type: none"> • Extensive work has been undertaken in the HE sector through Respect.Now.Always • UA has been working with OurWatch and the eSafety commission on relevant training resources • Addressing sexual harassment is a priority for AAMRI • A collective approach is needed to stop perpetrators circulating in the sector • There is a need for best practice guidelines on identifying risk; measuring/reporting; prevention; and responding to incidents <p><u>Among the regulatory and reporting bodies</u></p> <ul style="list-style-type: none"> • There is a need to reduce burden through collective action and partnerships (e.g. collect once, report multiple times) <p><u>With other stakeholders</u></p> <ul style="list-style-type: none"> • Funding bodies, learned academies, and philanthropic organisations have a role in ensuring there are consequences for unacceptable behaviour 	<ul style="list-style-type: none"> • Evidence shows that public reporting drives change • We need to know what the best metrics to collect are; AND • what data should be reported to whom (internally and externally) • The higher education sector has a track record of publicly reporting data on sexual assault and sexual harassment in the student body through Change the Course • The administrative burden of collecting and reporting data must be reduced to allow a focus on driving change

*SAGE Roundtable Partners: WGEA, Sex Discrimination Commissioner, Department of Industry, Science, Energy and Resources, Victorian Government, Office of the eSafety Commissioner, Universities Australia, AAMRI, Champions of Change Coalition, Council of Australian Postgraduate Associations, National Tertiary Education Union, National Union of Students, Australians Investing in Women, ACON, Women in STEM Ambassador