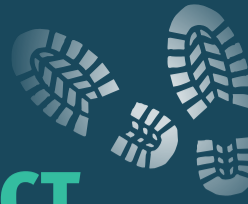


QASRESPECT

STEPUP STAMPOUT PROMOTERESPECT



Fostering a culture where employees at all levels are able to **step up** and are empowered to **stamp out** inappropriate **workplace behaviour**. Promoting **RESPECT**, QAS will provide a positive and safe workplace for all employees.

What RESPECT will require of QAS as an organisation

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| R | Reporting and Information Pathways | Expansion of the Fair and Inclusive Practice Network (FIPN) to include additional FIPN RESPECT officers allowing employees to confidentially access information and/or assistance with formal and informal pathways. Also, refinement of existing complaint processes and reaffirmation of appropriate consequences. |
| E | Executive Leadership | Ownership of the RESPECT initiative by the Office of the Commissioner (under the FIPN) with direction provided by a steering committee, chaired by the Commissioner, and composed of select central office staff, LASN manager champions and union representation. |
| S | Staff-led Strategy | Strategy and functioning of the steering committee to be informed by an operational working group to ensure all reform is employee focused and truly contextualised to QAS. |
| P | Performance Assurance | Adjustment of performance reviews both at an organisational level, LASN level and employee level to specifically consider this area with ongoing metrics to be gathered and reported. |
| E | Education | QAS-based education packages developed and delivered highlighting clear and specific behavioural and knowledge-based expectations with focus on and understanding of how this area has evolved. |
| C | Communication | Ongoing commitment to a positive and safe workplace communicated through a variety of media, including public acknowledgment of incidents of inappropriate workplace behaviour and consequences. |
| T | Training, Coaching and Support | Support options strengthened for those affected and tailored training and coaching provided to select employee groups through Priority One, both generally and for individual incidents, in real-time and retrospectively. Bystander training delivered to help employees in calling out behaviour. |

What RESPECT will ask of you as an employee

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| R | Reach out, refer or report | If you, or somebody you know, is experiencing sexual harassment, harassment, bullying or discrimination, please reach out to your supervisor, LASN manager, union delegate or new FIPN Respect officer to understand your options and to help cease the behaviour. |
| E | Expect a respectful environment | Have high expectations of your workplace, your colleagues and yourself. Expect a truly professional environment. |
| S | Self-evaluate and reflect | Critically examine your own behaviour and reflect on how those around you may interpret your words and actions. |
| P | Positively role model behaviour | Always act in a way in keeping with your requirements as a health professional and demonstrate the type of behaviour you would want your own family and friends to experience. |
| E | Educate yourself | Proactively educate yourself on your requirements in the workplace. Know what is acceptable, and what is not, and share that knowledge. |
| C | Call out inappropriate behaviour | If you witness inappropriate behaviour, call it out. You can support your colleagues by not being complacent. |
| T | Take up opportunities to improve | Seek out support in addressing any of your behaviours that are not in keeping with expected standards through internal or external pathways. |

Key components of QASRESPECT

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| FIPN RESPECT officers | <ul style="list-style-type: none"> • specially trained FIPN officers to support employees dealing with sexual harassment and other inappropriate behaviour with information and formal/informal reporting pathways • FIPN pool augmented to enhance diversity and allow for recruitment of officers specifically selected for this additional focus area. |
| RESPECT Working Group | <ul style="list-style-type: none"> • the initiative's workforce guidance, input and consultation forum • assists RESPECT to optimise outcomes by ongoing and appropriate workforce consultation, guidance and advice • supports the decision making of the steering committee. |
| RESPECT Steering Committee | <ul style="list-style-type: none"> • the initiative's principal leadership, policy development and planning forum • supports and assists the Commissioner to provide authority, direction and guidance on actions under the initiative and ensures a whole-of-organisation response • chaired by the Commissioner and constituted of key central office staff, LASN managers and a United Workers Union representative. |

a Fair and Inclusive Practice Network initiative