



**WEIR**

WORKPLACE / EDUCATION  
INVESTIGATION / REVIEW



# AWARE

Sexual Harassment &  
Sexual Misconduct Unit

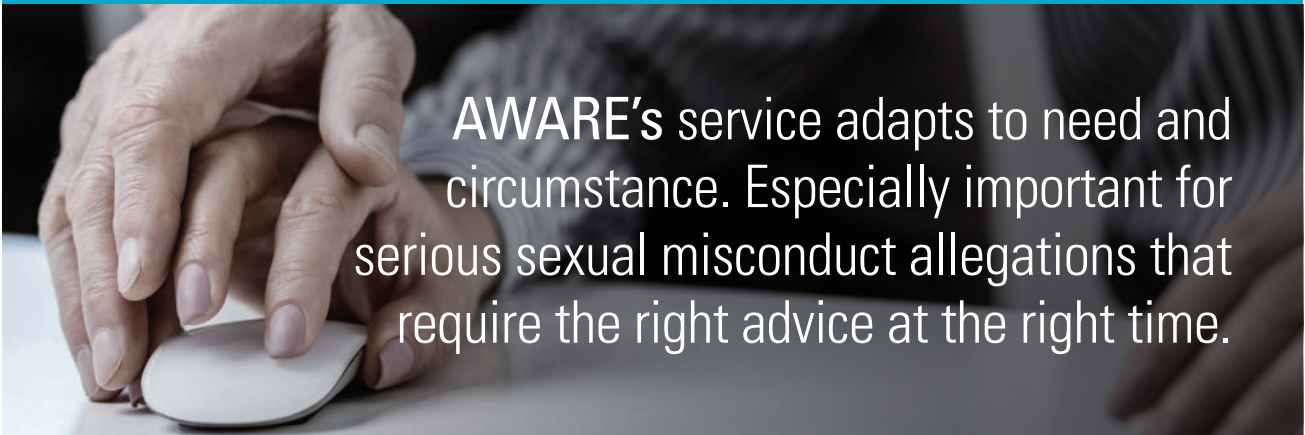
WEIR has developed an AWARE unit to provide training and support to prevent sexual harassment in the workplace, modify entrenched behaviours and deliver services to address sexual harassment complaints.

Are employees **AWARE** of conduct and policy expectations?

Is the workplace **AWARE** of what might be perceived as sexual harassment?

Are employees **AWARE** of their own behaviour and other people's comfort with it?

Are you **AWARE** of policy development options and training methods, or how to manage and respond to a complaint?



### **Nia's experience + WEIR'S expertise = AWARE**

AWARE is the perfect match of Nia Elovaris' experience as former Deputy Manager of the Specialist Sex Offences (SSOU) and prosecutions with the Victorian Office of Public Prosecutions and WEIR's employment law, HR and public administration expertise.

## Sexual Harassment, Misconduct & Interpersonal Boundaries

Difficulties emerge in workplaces where interpersonal interest, intentions and boundaries do not align. This can manifest in uncomfortable exchanges, people feeling left out or excluded, bullying behaviour, and unfortunately, sexual harassment and sexual misconduct.

Take the swift interoffice romance that soured quickly where one person remains interested and continues to pursue their colleague. Or the workplace where the employee with 25 years' service has been complimenting reception staff on their appearance for the entire time, but your enthusiastic CEO wants a zero-tolerance sexual harassment policy!


Careful thought and design need to go into the development, training and delivery of resources to prevent sexual harassment.

### **Sexual harassment, by definition, can include a wide range of things:**

- unwelcome comments intended to be compliments
- invitation to date
- offensive sexualised remarks
- unwelcome physical contact
- solicitation of sexual favours
- conduct that may warrant Police involvement

It can range from an unintended, unfortunate consequence of misaligned interest, right up to contrived, deliberate acts of sexual misconduct.

Positive obligations on employers to prevent sexual harassment now mean that managers need systems to prevent and address sexual harassment in a meaningful, ongoing way.



“Our hybrid systems can include anonymous data capture and a framework that encourages staff to come forward and report concerns and supports and protects those that do.

## Our Approach

Weir Consulting (National) (**WEIR**) approaches this difficult area in a holistic way. WEIR's multifaceted process involves a triage and tailor approach to preventing and managing inappropriate workplace behaviours. This includes responsive reporting and management support structures.

### **WEIR can:**

- provide training on self-regulation and appropriate workplace behaviour, emphasising the need to drive change and target entrenched behaviours and historical acceptance
- guide and support you to identify and characterise unwelcome behaviour in your organisation
- triage and recommend best practice concerns management
- safely identify and provide early, informal resolution of interpersonal communication, tolerance misalignment and misinterpreted interactions where possible to minimise damage
- develop systemic intervention, coaching and critical group training when a complaint does not require formal escalation, but remedial control and redirection are essential
- identify options and recommended progressions for complainants at the more serious end of the spectrum
- capture accurate, probative records and other details/evidence and assist with formulating particulars for behaviours of concern following the principles of procedural fairness
- investigate matters that are serious or incapable of resolution

Our hybrid systems can include anonymous data capture and a framework that encourages staff to come forward and report concerns, and supports and protects those that do.

# Need assistance designing sexual harassment policy and procedure that meets the new positive obligations on workplaces?

WEIR can assist with policy development, training, complaint review and handling, provision of anonymous reporting services and other scheme designs to suit high-risk workplaces. This includes specialised training in workplaces where convention and tradition have tolerated or even encouraged low-level sexual harassment.

**Contact Amanda Harvey, Director, or Nia Elovaris, Senior Consultant, on 02 8379 1298 or 1300 934 726 or [contactus@weirconsult.com.au](mailto:contactus@weirconsult.com.au) for further information and co-ordination of AWARE Services.**



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