

Behavioural Insights

Into Combatting Workplace Sexism and Sexual Harassment

Social Norms Messaging

Utilising accurate and relevant social norms messages to influence behaviour by showing that the majority disapprove of harassment.



Bystander Intervention

Encouraging witnesses to take action, either in the moment or after, to deter perpetrators and support victims.



Data Collection

Gathering accurate and specific data on workplace behaviours and utilising it to inform interventions and social norms campaigns.



Staying Current

Keeping up to date with employer obligations, such as the new positive duty in the *Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022* (Cth).



Procedural Transparency

Simplifying reporting, and increasing clarity on what happens after a report is made to reduce anxiety and uncertainty among employees.



Ongoing Training

Continually providing training through emails or posters to keep harassment policies and reporting procedures fresh in employees' minds.



Long-Term Monitoring

Establishing ongoing monitoring and evaluation processes to assess the effectiveness of interventions and make necessary adjustments.

