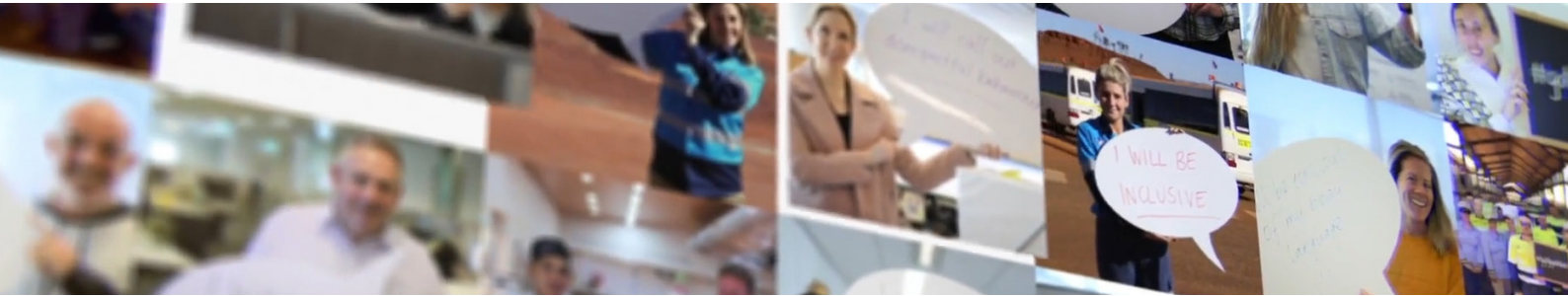




Respectful Behaviours



Developed by Compass Group Australia



Respectful Behaviours Campaign

Compass Group Australia (CGA) have developed the below materials and resources as part of their **Respectful Behaviours** campaign. These materials have been put together by CGA for companies to use and adapt to suit their internal training and awareness programs. Where possible, companies are welcome to rebrand or update the documents to apply to their workplaces. These documents have not been formally endorsed by CME but are shared to assist organisations in building their internal resources, pertaining to safe and respectful behaviours in the workplace.

By providing these resources, CME highlight the sectors commitment to supporting safety and health in the workplace. We will continue to share good practice strategies to drive industry wide improvements to eliminate sexual harassment.

Unconscious Bias Training Module

[Unconscious Bias Training Video](#)

The unconscious bias training video denotes how our unconscious biases can inform the world around us. This can lead to making uninformed decisions about people, which do not always embody inclusivity. The training module explains why this is and how employees can turn unconscious, preconceived thoughts into conscious ones thus, fostering a more inclusive and diverse work environment.

Allies & Bystanders Training Module

[Allies & Bystanders Training Video](#)

The Allies and Bystanders training video provides definitions to what an ally and bystander is. It also identifies best practice for what actionable steps that we can all take to address inappropriate behaviours and consequently become an ally in standing up and addressing unacceptable behaviours.

“Got Your Back” Staff Peer Support Program

[#GotYourBack Employee Peer Support Program](#)
[#GotYourBack Employee Peer Support Program Policy](#)
[#GotYourBack Flow Chart](#)
[#GotYourBack Contact Record](#)

The purpose of #Got Your Back – Employee Peer Support Program is to establish a means by which team members can provide maximum support to their fellow peers by listening and supporting those who experience difficulties or need advice and support whilst on-site. The resources for this program include a contact record to report inappropriate behaviours, a flow chart conveying the programs responsibilities, benefits, and expectations and separately, a policy document explaining the details of the program.

Respect Starts with You – Posters

[Respect Starts with You Posters](#)

The ‘respect starts with you’ collateral is a series of posters which explain what is considered harassment in the workplace.

Respect Starts with You – Sexual Harassment in the Workplace Training Session



[Respect Starts with You Sexual Harassment in the Workplace Training Module](#)

[Respect Starts with You Sexual Harassment in the Workplace Facilitators Guide](#)

'Respect starts with you' is a training module that equips employees with the tools to have conversations about behaviours relating to sexual harassment in the workplace. It aims to increase company awareness, thus, contributing to eliminating all instances of sexual harassment.

Ask For Angela - Toolbox and Poster

[Ask for Angela Toolbox Presentation](#)

[Ask for Angela Poster](#)

The 'ask for Angela' campaign aims to strengthen the capacity of the workplace to address sexual harassment to ensure employees are safe at work, by providing them options to seek help from staff.

'My Personal Safety' Induction Program

['My Personal Safety' Induction Program – Condensed Version](#)

['My Personal Safety' Induction Program – Extended Version](#)

The condensed and extended 'My Personal Safety' induction program aims to inform new and existing staff on key concepts such as listening to their intuition, understanding grooming behaviours, setting personal boundaries, and creating their own personal safety plan.

Compass Group Australia's material has been designed to assist employees in implementing good practice initiatives that are 'fit-for-purpose' within the WA resources sector. However, a holistic and integrated approach is welcomed and contributes to the continuous improvement of material. You are invited to provide constructive feedback to [CME](#), this will be relayed to Compass Group Australia.



**Level 10, 2 Mill Street
Perth WA 6000**

(+61 8) 9220 8500

chamber@cmewa.com

www.cmewa.com.au