Safe and Respectful Behaviours and Work-Adjacent Settings – Industry Expectations

Purpose:

The Respect@Work: Sexual Harassment National Inquiry Report (The Respect@Work Report) was released by the Australian Human Rights Commission (AHRC) on 5 March 2020. The Respect@Work Report conveyed data from the 2018 National Survey, indicating more than one in four people within the last five years who said they experienced workplace sexual harassment highlighted that the most recent incident occurred in a worker's social area (26%) whist approximately one in five stated it occurred at a work social event (18%).

These Industry Expectations have been developed by the Chamber of Minerals and Energy (CME) in consultation with the Safe and Respectful Behaviours (SARB) working group, to provide guidance for employers and employees in 'work-adjacent settings' and seeks to ensure a safe and respectful environment for everyone.

Scope:

These industry expectations are directed towards employers and employees within the WA resources sector. They also provide guidance to those who are hosting events which target or invite employees of the WA resources sector.

Work Adjacent Settings:

For the purposes of this document, work-adjacent settings refer to places, activities, and events where a person is present in connection with their employment. This includes, but is not limited to:

  o **Formal Events**: Attendance at conferences, summits, training courses, team building activities, panels, awards, and presentations.
  o **Informal Events**: Networking opportunities, Christmas, or Holiday parties, after work drinks and meals with someone where the relationship is primarily professional.
  o **Travel**: Airports or aeroplanes to site, in a work pool car or bus, business/airline lounges, in taxis, hotels or restaurants.
  o **Accommodation**: Employer owned and operated accommodation facilities, including recreational facilities (exercise facilities, wet mess, dry mess).

Employer Expectations (employers should):

External Environment:

  o Consider whether it is appropriate to support or send workers to conferences or attend summits based on the inclusiveness of the format and diversity of known presenters/hosts.
  o Encourage diverse panels and presenter rosters at external events.
  o Ensure workers have avenues to get home safely, such as 'skippers', public transport, and taxis.
  o Access to events to ensure the event demonstrates appropriate commitment to diversity, inclusion and psychosocial safety

Internal Environment:

  o Acknowledge that unplanned and/or informal networking events can lead to work-related discussions that exclude colleagues.
  o Consider diversity and inclusion when planning social and team building activities This can be managed by engaging employees to understand what their requirements are. For example, forming a social or event committee that includes a diverse membership.
  o Acknowledge that before-work and after-work activities can exclude workers who are in primary-caregiving roles, and therefore consider planning events during the workday to allow for wider employee participation.
  o Treat complaints as genuine and non-vexatious and investigate them through defined frameworks
  o Understand and acknowledge that not all staff celebrate cultural events such as Christmas, and plan staff events accordingly.
  o For additional guidance, refer to the Mineral Council of Australia (MCA) Respect@Work Social Event Checklist in the lead up to work-adjacent events.

Worker Responsibilities (workers should):

- o Always behave in a manner that is respectful towards others, and in line with relevant employment obligations, such as company values or code of conduct.
- o Look out for your colleagues and providing assistance should they request it.
- o Speak up and use reporting avenues and whistle-blower policies where available.
- o Consider the safety of colleagues and support them if they wish to speak up.
- o Treat complaints as genuine and non-vexatious.
- o Be mindful that unplanned and/or informal networking events can lead to work-related discussions that may exclude colleagues.
- o Consider drink limits as outlined in the *Industry Alcohol Guideline.*, including for your own health and wellbeing.