**Education Strategy Example**

This simple example shows the basics to include in a high-level sexual harassment education strategy that is appropriate for your own business.

|  |  |  |
| --- | --- | --- |
| **SEXUAL HARASSMENT EDUCATION STRATEGY** | | |
| **Introduction:**  We are committed to creating a safe, trusted, respectful, gender-equal and inclusive workplace. We are launching this sexual harassment education strategy as part of our roadmap to prevent sexual harassment and to ensure we have effective, supportive and safe responses if sexual harassment occurs. This strategy has been developed through the recommendations of the Respect@Work report, extensive consultation with workers across the company, and collaboration with experts in sexual harassment education and training. | | |
| **Our Aims:**  1. Prioritise health, safety & wellbeing  2. Support a culture of equality, diversity & inclusion  3. Support a culture of respect, trust, and integrity  4. Demonstrate our Shared Values in action | | |
| **Our Shared Values:**  1. Respect, trust, and integrity  2. Equality, diversity & inclusion  3. Transparency and accountability | | |
| **Prioritise health, safety & wellbeing** | | |
| **What we will do:**  We will support the creation of an environment of safety for every employee. | **How we will do it:**   * Highlighting expected workplace behaviours. * Embedding understanding of rights & obligations. * Delivering a robust sexual harassment awareness, prevention, and response education program. | |
| **Support a culture of equality, diversity & inclusion** | | |
| **What we will do:**  Support and enable all our people. | **How we will do it:**   * Ensuring accessibility for every learner by designing sexual harassment education and training programs to suit every audience. | |
| **Support a culture of trust, respect & integrity** | | |
| **What we will do:**  We will be open about our commitment to preventing sexual harassment and behavioural expectations | **How we will do it:**   * Equip people skills to have respectful conversations about sexual harassment and expected workplace behaviours – normalise the discussion. * Equip leaders to use incident and issues as effective learning opportunities (ensuring privacy is maintained) * Communicate with our people about the development of a robust sexual harassment awareness, prevention, and response education program, provide progress updates and be transparent about effectiveness. | |
| **Demonstrate our shared values in action** | | |
| **What we will do:**  Create an inspiring and co-operative learning community across all levels of the organisation | **How we will do it:**   * Provide social and collaborative learning opportunities. * Use behavioural design to encourage positive behaviours. * Pilot and learn from new initiatives, opportunities and approaches to sexual harassment education. * Opening communication channels between leaders and our people, with regular open conversations. | |
| **What will success look like?** | | |
| **Evaluations and reviews** | | * continually evaluate progress in delivering this strategy against implementation plans and review processes. |
| **When we know we are succeeding:** | | * awareness has increased by (%) * resistance factors decreased by (%) * pulse check responses to survey questions (%) |