

Head Office:
Level 6, 297 Diagonal Road
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SEXUAL HARASSMENT STATEMENT

Crafting a comprehensive policy and strategy for addressing workplace sexual harassment involves a blend of regulatory compliance, cultural awareness, proactive initiatives and any relevant internal or external feedback. Eighty9 Limited's policy and strategy for preventing and responding to workplace sexual harassment is based on the Australian Human Rights Commission's (AHRC's) Respect at Work Report (2020), and Positive Duty Guidelines (2023), including the adoption of guiding principles and standards as follows:

1. Guiding Principles

- **Leadership Commitment:** The board and senior management will lead by example, fostering a culture of respect, dignity, and zero tolerance for sexual harassment.
- **Equality and Diversity:** The board will promote inclusivity and diversity through policies and practices, ensuring all employees are treated fairly and respectfully.
- **Prevention Focus:** The board will prioritise prevention through education, training, and continuous improvement initiatives.
- **Responsive Measures:** The board will establish robust processes for reporting, investigating, and addressing complaints of sexual harassment promptly and confidentially.

2. Standards

Standard 1: Leadership, Governance, and Culture

Directors and senior management will oversee and be accountable for the effective implementation of this policy. Regular board-level discussions and reviews will ensure alignment with AHRC guidelines.

Standard 2: Policies, Procedures, and Training

Clear policies on sexual harassment, disclosure procedures, and the provision of comprehensive, regular training programs to all employees will be instituted.

Standard 3: Support and Disclosure

Confidential disclosure channels and support mechanisms will be made available to all employees. Transparent processes for managing and investigating disclosures will be implemented.

Standard 4: Risk Management and Data

Sexual harassment risk will be integrated into our Workplace Health and Safety (WHS) and governance frameworks. Regular collection, analysis, and review of prevalence data will inform targeted interventions.

3. Accountabilities:

Preventing and Responding

All employees are responsible for creating a respectful workplace. All of our managers will be accountable for promptly addressing reported incidents.

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Induction

Staff induction processes will include education around sexual harassment, including accessing the resources and undertaking the learning modules provided at the Respect@Work website, an initiative of the Australian Human Rights Commission and the Respect@Work Council <https://www.respectatwork.gov.au/>

Training Provision

HR will organise annual mandatory training sessions covering sexual harassment awareness, reporting procedures, bystander intervention, and inclusivity.

Disclosure Management

HR and designated personnel will handle disclosures sensitively, maintaining confidentiality and providing support to affected individuals.

Leadership Communication

The board and senior leadership will issue periodic statements reinforcing the Organisation's commitment to preventing and addressing sexual harassment.

4. Sexual Harassment Risk Management

Regular risk assessments will be conducted, integrating sexual harassment as a key enterprise risk within WHS and governance frameworks. Mitigation strategies will be implemented based on these assessments.

5. Prevalence Data and Support:

Eighty9 Limited will regularly collect prevalence data on sexual harassment incidents to inform policy enhancements and targeted interventions. Comprehensive support resources will be made available to all staff.

Strategy Implementation

The Board will oversee the implementation and roll out of the following strategies to prevent sexual harassment in the workplace.

Education and Training

Develop and roll out comprehensive training modules on sexual harassment prevention and response.

Regularly review and update training content to align with best practices and emerging issues.

Monitoring and Reporting

Implement a centralised reporting system for tracking incidents, responses, and outcomes.

Conduct periodic audits and surveys to assess the effectiveness of the policy and training initiatives.

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Cultural Awareness and Communication

Foster an inclusive culture through ongoing communication campaigns, town halls, and workshops.

Recognise and reward positive behaviours that contribute to a respectful workplace.

Policy Review and Enhancement

Conduct 6 monthly reviews of the policy and strategy to incorporate learnings, adapt to changing regulations, and address emerging challenges.

Risk Integration and Governance Acknowledgment

Integrate sexual harassment risk assessments into existing WHS and governance frameworks. Ensure board-level oversight and discussions about sexual harassment as a critical enterprise risk.

By establishing a robust policy, implementing a comprehensive strategy, and fostering a culture of respect, Eighty9 Limited can proactively address and prevent workplace sexual harassment.

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Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd

SEXUAL HARASSMENT POLICY

Policy

The high level of public support and respect that Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd, (collectively and hereinafter referred to as “the Organisation”), enjoys success not only from the recognition of its work in the community but from the high degree of integrity, objectivity, and professionalism of the Organisation’s employees and volunteers.

1. Introduction

At Eighty9 Limited, we are committed to fostering a workplace culture that is inclusive, respectful, and free from all forms of harassment, including sexual harassment. This policy outlines our commitment to preventing and addressing instances of sexual harassment in our workplace.

2. Scope

This policy applies to all employees, contractors, clients, customers, visitors, and anyone who engages with Eighty9 Limited in any capacity, hereinafter referred to as “our people”.

3. Definitions

Sexual Harassment: Any unwelcome conduct of a sexual nature that makes a person feel offended, humiliated, or intimidated. This includes verbal, physical, or visual behaviour.

Examples: Unwanted sexual advances, inappropriate comments or jokes, displays of explicit images, requests for sexual favours, and any other behaviour of a sexual nature that creates a hostile or uncomfortable environment.

4. Policy Statements

Zero Tolerance: Eighty9 Limited has a zero-tolerance policy towards sexual harassment. It is strictly prohibited and will not be tolerated in any form.

Responsibility: All of our people, including management, are responsible for maintaining a workplace free from sexual harassment. All incidents should be reported and will be taken seriously.

Confidentiality: Reports of sexual harassment will be handled confidentially and with sensitivity, respecting the privacy of all involved parties to the extent possible

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5. Prevention Measures

Training and Education: Regular mandatory training programs will be conducted to educate our people about sexual harassment, its impacts, how to prevent it, and the procedures for reporting incidents.

Awareness Campaigns: Ongoing awareness campaigns will be initiated to reinforce a culture of respect and inclusion, emphasising the unacceptability of sexual harassment.

Policy Dissemination: This policy will be communicated to all of our people, ensuring understanding and compliance.

6. Reporting and Management of Complaints

Reporting Procedure: Our people who experience or witness sexual harassment are encouraged to report incidents immediately to their supervisor, HR, or through designated reporting channels, inclusive of those contained within our “Whistleblower Policy”, “Safeguarding Policy” and “Child Safety and Wellbeing Policy”.

Investigation Process: All reports will be promptly and thoroughly investigated. Investigations will be impartial, respecting the rights of both the complainant and the accused.

Action and Consequences: Appropriate disciplinary action will be taken against individuals found guilty of engaging in sexual harassment, up to and including termination of employment or contracts.

7. Support and Remedies

Support Services: Eighty9 Limited will provide support services to all of our people involved in incidents of sexual harassment, including counselling, access to external support and/or our Employee Assistance Program, and resources.

Protection Against Retaliation: No retaliation will be tolerated against individuals who report incidents of sexual harassment in good faith.

8. Review and Compliance

Regular Review: This policy will be reviewed every 6 months to ensure effectiveness and compliance with evolving laws and best practices.

Compliance: Failure to comply with this policy may result in disciplinary action, up to and including termination of employment or contracts.

9. Leadership Commitment

Board Oversight: The board of directors is committed to overseeing the implementation and effectiveness of this policy. Regular discussions and reviews will be conducted to ensure compliance and continuous improvement.

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Relevant Legislations and Standards

The following are relevant legislation, regulations, and standards on Sexual Harassment:

- Australian Human Rights Commission Act 1986 (Commonwealth)
- The Fair Work Act 2009 (Commonwealth)
- The Sex Discrimination Act 1984 (Commonwealth)
- Work Health and Safety Act 2012 (Commonwealth) – South Australia
- Work Health and Safety Act 2022 (Commonwealth) – Western Australia
- Workplace Gender Equality Act 2012 (Commonwealth)

Related Organisational Policies and Procedures

All Organisational policies are read and agreed to upon commencement of employment, and then annually thereafter our people reaffirm their understanding and commitment through our formal annual policy review process.

The following policies and procedures also support the Organisation's Sexual Harassment Policy:

- Child Safety and Wellbeing Policy
- Complaints Policy
- Disability Employment Policy
- Ethical Behaviour Code of Conduct
- ICT Acceptable Use Policy
- Safeguarding Policy
- SSP-14 Harassment Bullying & Discrimination Procedure
- Whistleblower Policy

Related resources:

<https://www.respectatwork.gov.au/resource-hub/sexual-harassment-work>

<https://www.respectatwork.gov.au/resource-hub/workplace-sexual-harassment-what-you-need-know>

<https://www.respectatwork.gov.au/resource-hub/who-responsible-preventing-workplace-sexual-harassment>

<https://www.respectatwork.gov.au/resource-hub/what-are-impacts-workplace-sexual-harassment>

This policy aims to create a safe and respectful workplace environment for all individuals associated with Eighty9 Limited. It is vital that all of our people understand and adhere to this policy to ensure a culture that upholds dignity, respect, and equality for everyone.

Approved by: Gary Hatwell

Signature: 

Date: 07/02/2024