

Diversity and Respect





West Australian Parliamentary enquiry 2022

“Colleagues rifling through your underwear drawer. A boss demanding sex in exchange for promotion. Unsolicited nude photos, innuendo, and assaults.”

“One woman quoted in the report said she was "knocked unconscious in her donga [accommodation] and awoke to find her jeans and underpants around her ankles“

“The industry has failed in its efforts to do the things it must do, ensure a safe workplace for its workers.“

A report by the Human Rights Commission in 2020 found 74% of women in mining had experienced harassment in the previous five years. (40,000 women, 19.8% of workforce)

Kristy Christensen Story



Building trust and a sense of belonging



“Inclusion is about belonging and belonging to me is built not in grand gestures, but in ALL the small moments every day where we care about what's important to women at work. PPE that fits, facilities, job design - THIS SHIT MATTERS!”

Kristy Christensen 2022

Everyone has a right to be respected

- **Reduced stress among team members**
- **Improved productivity and collaboration**
- **Increased employee satisfaction**
- **Respect Creates a Fair Environment**



What does HSAW require?

- **Identify and assess risks to worker health**
- **Select and implement controls for risks to worker health**
- **Develop a Worker Health Plan for worker health**



What risks to worker health are we talking about?

- **Noise**
- **Vibration**
- **Dust, including asbestos dust, coal dust, silica dust, or mixed dust (being dust that contains mixtures of more than one different kind of dust)**
- **Diesel particulates**
- **Fumes, including exhaust fumes, welding fumes and other fumes arising**
- **Temperature, including extreme hot and cold temperatures, and humidity**
- **Changes in atmospheric pressure**
- **Manual handling and lifting**
- **Hours of work and fatigue**
- **Psychosocial hazards**
- **Ultraviolet radiation**
- **Ionising radiation**
- **Biological hazard**

Psychosocial hazards are:

- **Bullying** – Repeated, unreasonable behaviour directed towards a worker or a group of workers such as victimising, humiliating, intimidating or threatening a person.
- **Harassment** - When someone directs attention to another person including watching, loitering, following, accosting, interfering with another person's property or acting in ways that causes the person to fear for their safety (includes making people feel uncomfortable).
- **Violence** - Acts of violence towards a person can be verbal (verbal abuse, threats, shouting, swearing) or physical (stalking, throwing objects, hitting, damage to property).
- **Stress** - Indicators of excessive stress include increases in sick leave, absenteeism, tiredness, irritability and errors.

Group discussion

What are the things you/we can do in our workplaces to encourage *diversity* and *respect*?

What you can do

- **Ensure work environments are free from intimidation and inappropriate behavior.**
- **Build a positive workplace culture promoting respect for all.**
- **Ensure complaints of bullying, harassment and discrimination are investigated straight away.**
- **Lead by example to demonstrate the desired culture of your workplace so that workers know what appropriate behaviors and treating others with respect looks like.**
- **Provide training and information on dealing sensitively and appropriately with any complaints**



Employee Assistance Programme (EAP)

An Employee Assistance Program (EAP) is a free and confidential counselling service offered by employers to their employees to support their well-being in the workplace and in their personal lives.

- Confidential advice
- Independent investigations
- Counselling services



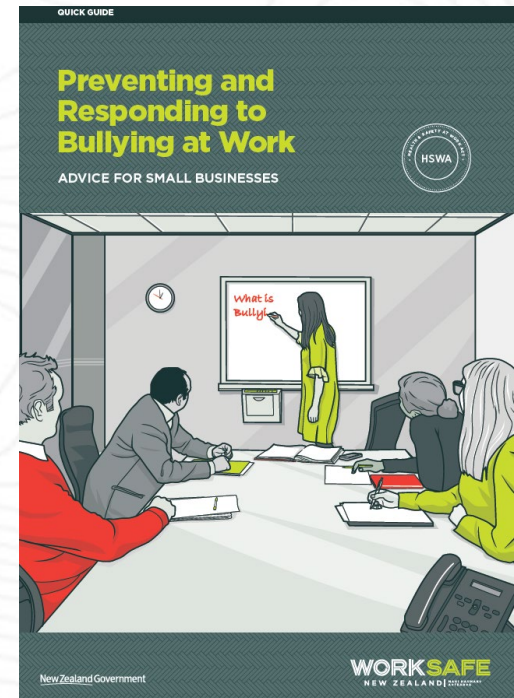
If you are not confident dealing with these issues it may help to engage an expert.

First steps in dealing with a problem

- **If an employer or employee thinks there is a problem, it should be raised as soon as possible.**
- **Do something - Ignoring a problem and hoping it will go away, can lead to bigger problems later.**
- **Don't jump to conclusions when an issue is first raised. Any decisions should be made fairly and consistently. Gather information and think before acting.**
- **Treat each other with respect and consideration, and deal with issues in a confidential manner.**
- **It may help to have a third-party present as a witness when a problem is discussed, to prevent misunderstandings.**

Where to get help

- **Regulators**
- **Employee Assistance specialists**
- **Training (MinEx)**
- **IOQ**





Wayne Scott
CEO MinEx & AQA

wayne@aqa.org.nz
021 944 336



APRIL 2016



MinEx