

Go-Lo

Case Study

What did they analyse?

- Reviewed workplace profile.
- Reviewed recruitment database information on all job applicants.
- Reviewed exit interview data.
- Held open forums with staff and management.
- Reviewed harassment complaints.

What did their analysis show in regards to sex-based harassment?

- That they had policies in place to prevent and respond to harassment.
- That staff are using the complaints process.
- That not all staff were aware of harassment free workplace policy.
- Not all managers realised the seriousness of sex-based harassment.

Sex-based Harassment Issue

Not all staff were aware of the harassment-free workplace policy and not all managers realised the seriousness of sex-based harassment.

Actions taken:

- Ensured all places of work have a harassment policy displayed.
- Trained all store managers and assistant managers in sexual harassment policy and resolution procedures.
- Trained all area managers in sexual harassment and resolution procedures.
- Trained all new staff in sexual harassment policy and resolution.
- Sent human resources officer on sex-based harassment training.
- Induction training for new managers to include a component on sex-based harassment.

Outcomes

- 75% of all managers have received training in sex-based harassment.
- Two issues arose over the past year and they were treated seriously and quickly resolved.
- All workplaces have the harassment policy displayed.
- Two of the three Human Resources Team members have attended formalised external training on sex-based harassment.

Quick Facts File

Industry: Retail

Number of employees: 2,102

Male/Female: 840/1,262

Status:
Compliant

Relevant Employment Matters:

✓ Sex-based Harassment