



Leader Tool

Championing Dignity and Respect

Over the past few weeks, the media has been filled with quite shocking allegations and reports of workplace misconduct. The overarching themes are around abuse of power, disrespect, inequity and fear. The recognition of Grace Tame as Australian of the Year 2021 may have also impacted on the higher incidence of women drawing courage from Grace's story. These testimonies are coming out in different types of organisations and industries and are challenging leaders to look at their own organisational culture and behaviours within. At AccessEAP, we encourage all organisations to promote a culture of respect for all and zero tolerance for disrespectful behaviours in whatever form that may take.

If as a leader, you are looking for support or opportunities to further the implementation of dignity and respect values and policies in your teams and workplace, the following may help:

Let's work together. The **Manager Support Hotline** is included in your EAP contract and exists to support managers and leaders. The hotline is for leaders to seek advice and assistance with issues as they arise. It facilitates ongoing coaching to build long-term skills via phone or online sessions with our senior Clinical Professionals. You can gain support to formulate strategies and talk through how best to deal with difficult situations to ensure the best preparation and outcome.



Be clear. What does dignity and respect mean to you and your people? Work with your team to enhance their understanding of the diverse nature of the workplace and how individual differences can be harnessed to foster healthy working relationships. Work on communication skills to facilitate improved professional and respectful discussions. Explore ways to harness diversity and foster an inclusive culture where everyone feels a sense of belonging and common purpose.

Let's talk. The power of constructive conversations can't be underestimated, but we can find ourselves avoiding such conversations when the themes are particularly confronting. This is a topic we love to talk about; please find specific resources [here](#).

We offer learning and development sessions and webinars to support positive relationships. If you are looking to embed lasting behavioural change, you may consider better equipping your people in specific areas:

- **Managing Challenging Behaviours** – Your people will be given the opportunity to identify what behaviours are challenging for them and understand their own reactions to this behaviour. They will have an opportunity to role-play engaging in a discussion with someone around their challenging behaviour.



- **Sexual Harassment Awareness** – this session is designed for leaders and managers. It contains specific and sensitive information, including the impact of sexual harassment on individuals and organisations and employer and employee responsibilities.

For further information and support in this challenging area or would like to discuss a specific concern contact our Manager Support Hotline or your Relationship Manager. We are here to support you so that you can better support your people. As always, as your EAP we are here to support your people whatever the nature of their concerns, please contact AccessEAP on **1800 818 728**.

