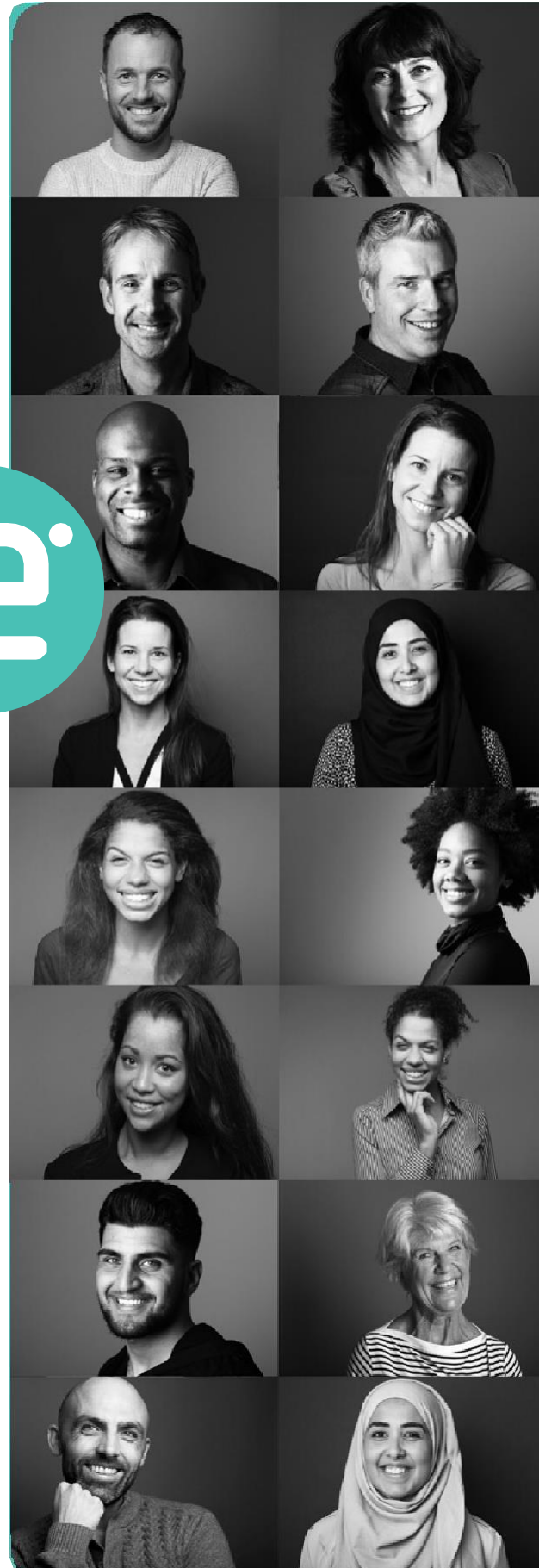


**A safe
workplace for
everyone,
means we all
need to be
active.**

Active Respect

**Be active and help remove
barriers for everyone to
thrive**

encountas



Active Respect

Active Respect is a practical range of co-designed experiences and tools that build a culture of respect. The encounter team include a range of deep expertise in the prevention of sexual harassment, culture change, mental health and risk mitigation. All experiences are based on the positive duty policy from Respect@Work.

The Active Respect experience is built on an ethics framework to create awareness and action to prevent sexual harassment. The “whole of organisation” experience focuses on promoting positive behaviours, creating a culture of respect, and adhering to legal obligations. This may include:

- **Culture and Risk Review:** In consultation with you, we conduct a culture and risk review. This provides a clear view of the current state and strategies and action plans for the organisation.
- **Leadership Upskill and Readiness:** Bespoke active experiences that create awareness and capability development to lead teams that focus on the prevention of harassment.
- **Whole of Organisation Development:** Bespoke active experiences that create awareness, knowledge of legal responsibility (individual and organisation-wide), and capability development to focus on the prevention of harassment. These experiences can be incorporated into your internal programs and processes.
- **Tools and Resources:** Creation of relevant tools and resources to equip everyone to be active in the prevention of sexual harassment in the workplace.



Active Respect

Key outcomes:

Experience to be co-designed for your workplace

- Clear understanding of your culture and risk within your organisation and/or departments with clear co-designed strategies and actions.
- Communicate and clarify the role of leaders in creating respectful workplaces.
- Understanding of the spectrum of relationships at work and the role of power.
- Scenario-based learning of the spectrum of relationships and identifying and reporting inappropriate behaviours.
- Clear expectations and understanding of when and how to report unsafe and inappropriate behaviours. Supported with legal and ethical frameworks.
- Practical tools, skills, and sustainable ways to keep the workplace safe.
- Understanding and accountabilities of duty of care across the organisation.

Who needs to experience this?

- Senior Executives that are committed to and responsible for the awareness and prevention of sexual harassment.
- Human Resources seeking to be equipped with strategies and resources, and an understanding of their legal obligations.
- Leaders and Managers serious about creating a culture of respect and leading teams that focus on prevention.
- Team Members looking to actively contribute to a safe workplace.
- Whole of Organisation committed to upholding a safe and respectful workplace.

Click below to email us for more information:

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