



Australian Government

# Workforce Australia

## Actions: Establish understanding and respectful workplace behaviours

It is important that employees feel supported, encouraged and psychologically safe in their work environment. This includes ensuring employees understand and demonstrate respectful workplace behaviours.

### What immediate actions you can implement:

- Identify and disrupt bias across the talent lifecycle by using the [Fixing the system not the women resource](#).
- Develop a business case for a dedicated 'Health and Wellbeing Officer' with a focus on discovering and developing talent, promoting wellbeing strategies and implementing a 'keep in touch' program for employees on extended leave.
- Encourage employees and leaders to foster an inclusive workplace culture that is respectful.
- Stand up against discrimination and ensure you have processes in place (that employees are aware of) to report these incidents.

### What longer term actions you can implement:

- Become an [ally](#). Having visible [allies](#) around your organisation can help employees feel more comfortable in the workplace. It not only indicates that you support them, but that you are open to learning more about who they are.

