THE DEVELOPMENT AND EVOLUTION OF THE NSW POLICE FORCE SEXUAL HARASSMENT POLICY

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Overview

- Outline of the NSWPF framework

- Processes and policies in place ....how do you translate them into something that actually works?
Where have we come from?

- Report by Chris Ronalds SC

- Policy and process

- Resources – standing team of experts

- Training and accountability

- Lights, camera, action…problem solved, right?
What are we dealing with and increasing confidence in reporting

- How do you get people to believe things will be better not worse?

- If you are going to address, need to understand what are the real issues

- Lothario? Quid pro quo? or something more nebulous and far harder to deal with

- Get down to basics – apart from legal and ethical issues, OH&S and right to participate in workplace.
Taking it seriously

- Balancing victims wishes

- Investigations same level of professionalism and scrutiny as other standards of Police performance, conduct and integrity with value add of expert advice

- Still bound by industrial law

- Additional tests and requirements for police.
The impact of police culture – negative and positive

- Ethical health taken very seriously

- Culture of dealing with “victims” and experience in under-reported crimes

- Gender imbalance changing but no magic wand.
Leadership – the key to sustained change

- Not possible for the Commissioner to be watching everybody, everywhere all the time

- Early intervention

- Women – standing out or fitting in?

- Responsibility at every level but line managers critical.
Conclusion

- For any organisation impossibility, to expect all negative behaviours will be eradicated, the human condition just doesn’t allow it.

- Know what you are dealing with

- Integration…its got to be more than a “flavour of the month” or an isolated policy document that is left in the bottom draw

- Sustained cultural change will never happen overnight.
Questions?