



Chief Executive Women

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MEDIA RELEASE

No excuses not to eradicate sexual harassment in the workplace **CEW announces its [Respect is Everyone's Business](#) digital toolkit is available for use by all organisations to safeguard their employees from sexual harassment**

In the wake of *Enough is Enough*, the final report of Western Australia's parliamentary inquiry into sexual harassment of women in the fly-in fly-out (FIFO) mining industry, Chief Executive Women (CEW) is urging all businesses and organisations across all sectors to access free resources it has developed to help stamp out harassment once and for all.

[Respect is Everyone's Business](#) is a digital toolkit developed by CEW to help boards and leaders in all industries have important conversations that identify poor behaviours and facilitate change. The kit was developed in response to the shocking and unacceptable reports of sexual harassment in Australian workplaces and provides:

- important scripts, facts and frameworks to start a conversation and prepare Q&As
- toolkits for organisation rollout, including wording for risk registers or code of conduct
- advice and resources to lead the change management process urgently required, including case studies
- board paper templates

Chief Executive Women WA Chapter Chair Libby Lyons said: "The report into sexual harassment of women in the FIFO mining industry makes harrowing reading, but the truth is that no industry nor workplace is immune.

"While many organisations have made positive progress in responding to and preventing sexual harassment, it remains systemic and widespread. Like all safety issues, this requires rigorous ongoing focus.

"The Respect is Everyone's Business toolkit has been created to equip leaders with the tools and confidence needed to have important conversations that help avoid and eradicate sexual harassment within their organisations. It was created in response to feedback from senior executives and stakeholders stating that many leaders are unsure where to start.

"Everyone has the right to be safe at work and be part of a respectful and inclusive workplace. Whether you are an ASX listed company, a small business, a not for profit or a service, we urge you to look at the kit as a starting point and a source to drive change", Ms Lyons said.

Sex Discrimination Commissioner and CEW member Kate Jenkins said it is in the best interests of all Australians that every workplace is safe, respectful and productive.

"Our 2020 Respect@Work report found it is crucial that workers know it is safe to raise concerns of sexual harassment in the workplace, and that leadership has the responsibility and the power to take meaningful action when they do. This toolkit provides strong guidance on how to prepare for these important conversations."



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Diversity Council Australia CEO and CEW member Lisa Annese said that Australian businesses and leaders must take an intersectional approach to addressing and preventing sexual harassment in their workplaces.

“Diversity Council Australia’s research shows that people with intersectional identities, particularly women, experience higher rates of harassment and discrimination at work than other people.

“That is why businesses must develop measures to address and prevent sexual harassment at work through an intersectional lens, rather than taking a one-size-fits-all approach, and this tool can help them do that.

“The cost to businesses that don't take proactive steps to prevent sexual harassment in their workplaces is enormous, and as a nation, we can't afford not to act.”

Libby Lyons added: “Sexual harassment in the workplace is a barrier to women’s workforce participation. Meanwhile safety at work, home and in the community is one of the most pressing issues for women in Australia. Urgent action at leadership tables around the country must be a key enabler of change.”

For more information about the Respect is Everyone’s Business digital toolkit visit respect.cew.org.au.

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About Chief Executive Women

[cew.org.au](https://www.cew.org.au)

Since 1985 CEW has influenced and engaged all levels of Australian business and government to achieve gender balance. Through advocacy, research, targeted programs and scholarships, CEW helps to remove the barriers to women’s progression and ensure equal opportunity for prosperity. CEW’s members work actively to realise our vision of a community where women and men have equal economic and social choices and responsibilities.