



NSW Secretaries Board Leadership Statement

As the leadership group for the NSW public sector, we want all public sector workplaces to be safe and welcoming for everyone.

We do not tolerate bullying, sexual harassment, discrimination or racism.

The organisations we lead will act to prevent harmful behaviour in the workplace.

And when such behaviour does occur, we will take complaints seriously and ensure they are managed sensitively, fairly and in confidence.

We will ensure that everyone affected is supported throughout the process.

We know from People Matter Employee Survey results and our own experience as leaders that some of our staff have experienced sexual harassment, bullying and other unacceptable behaviours.

All of us have seen the profound impact this can have on individuals and workplaces.

We also know that some people are hesitant to report these experiences for fear of negative consequences or lack of support.

Let us be clear, there is no place in the NSW public sector for bullying, sexual harassment and other harmful behaviour.

All employees should feel safe, included and respected at work.

We have made it a high priority for our organisations to have very clear policies and procedures, so that everyone knows what is acceptable and how to respond when unacceptable behaviour occurs.

Policy also needs to be brought to life in the everyday interactions between people in our organisations.

We have a special responsibility to establish an inclusive, respectful culture in the public sector and everyone who works here must contribute.

Our commitment to safe workplaces reflects recommendations from the Commonwealth *Respect@Work* report. This includes initiatives in reporting; education and training; and prevention and response. Our collective action toward creating safer workplaces is a win for us all.

We ask all of you to stand with us against harmful behaviour.

That means not just behaving respectfully yourself but being prepared to call out bad behaviour if you see it.

Together we can foster a world class public service where everyone belongs.