Factors that lead to workplace harm

- Recruitment campaigns focus on 'masculine' policing values
- Employee witnesses harmful behaviour and does not report for fear of reprisal
- Employee is on a call-out where negative attitudes toward women impact response to family violence
- Employee discusses the perceived negative organisational impact of pregnant employees
- Employee is immersed in a culture of everyday sexism
- Employee makes a sexist joke and is rewarded with laughter
- Employee observes men with stereotypically masculine characteristics promoted
- Employee sits on recruitment panel that selects based on traditional masculine attributes, and promotes a candidate despite concerns about past inappropriate behaviour
- Employee pays lip service to gender equality reforms but undermines them around colleagues
- Employee receives a complaint about inappropriate behaviour, downplays it and protects the perpetrator
- Employee receives a complaint about inappropriate behaviour, downplays it and protects the perpetrator
- Employee, now in a supervisory position, witnesses gendered harm and does nothing to intervene or report
- Employee socialised in an environment where sexism and damaging attitudes toward women are the norm, employee commits gendered harm

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