

Positive Duty Plan Statement

Isaac Regional Council (IRC) has a duty to provide a safe, respectful and inclusive workplace free of sexual harassment and discrimination. All employees have the right to feel safe at work and at work-related activities.

The Positive Duty Plan focuses on the key objectives of:

Education and Support: Ensuring all employees are educated and supported to prevent, intervene early, and respond to offensive behaviour.

Acknowledgement: Recognising the significant impact of sexual harassment and discrimination on those who experience or witness it.

Person-Centred Approach: Committing to a person-centred approach when addressing allegations.

Leadership Commitment: Ensuring leaders and managers listen to, respect, empower, and support employees who report allegations.

Modelling Values: Promoting a safe, respectful, and inclusive workplace free from harassment and discrimination.

Compliance: Following the plan and reasonable instructions to prevent and respond to allegations.

Support Options: Familiarising with workplace support options and specialist referral services including but not limited to People & Capability, Safety & Resilience, Union Representative, Employee Assistance Program, Queensland Industrial Relations Commission, Queensland Human Rights Commission and Queensland Police Services.

Sensitive Communication: Offering support and maintaining confidentiality when communicating with colleagues who have experienced harassment and discrimination.

Reporting Channels: Reporting harassment and discrimination through the outlined channels.

Support for Reporting: Supporting employees to report harassment and discrimination.

Confidentiality and Compliance: Complying with responsibilities, confidentiality requirements, and reasonable instructions in grievance processes.

The Positive Duty Plan aims to create a safe and supportive environment for all employees. To familiarise yourself and your team with the full Positive Duty Plan please go to IRIS, speak to your manager or reach out to the People & Capability team.



CALE DENDLE
Chief Executive Officer