

RESPECT @WORK



MCA INDUSTRY TOOLKIT

The minerals industry is committed to eliminating sexual harassment in its workplaces and has adopted a national Industry Code that provides clear expectations on members to establish both preventative and response measures to address sexual harassment.

This document is part of the MCA Industry Toolkit that has been developed for our members and their employees and comprises a suite of Fact Sheets, Guidance and Templates.

TEMPLATE

Example Culture Survey

Many organisations undertake culture surveys. For those organisations that culture surveys are not routine, it is an important input to understanding an organisation's culture with regards to prevention and response measures. This can inform specific actions needed, accountabilities and identifying and monitoring trends.

Before sexual harassment surveys are administered, expert advice is recommended to ensure survey participants are supported and not subjected to potential harm.

Example statements	Agree - Tend to Agree - Don't Know - Tend to Disagree - Disagree
In our organisation, sex-based harassment is not tolerated.	
There is regular training on our organisation's expectations of behaviour.	
Senior leaders support inclusion and diversity and in the workplace.	
Employees are treated with respect regardless of their role.	
There are no gendered roles in our organisation	
In this organisation, it is safe to raise issues of sexual harassment without fear of victimisation or negative career implications.	
I would be comfortable in reporting incidents of disrespectful behaviour and sexual harassment to my leaders without fear.	
My work group is diverse (e.g. gender, racial/ethnic background, lifestyle, etc.).	
I feel safe from disrespectful behaviours in my workplace	
I feel safe working in isolated locations	
People displaying disrespectful behaviours are held to account.	

This culture survey is not a sexual harassment incidence and prevalence survey. Examples of these surveys can be found at <https://humanrights.gov.au/our-work/sex-discrimination>.

Disclaimer: These resources have been prepared to provide general guidance on the systems that can be developed to respond to risks of sexual harassment. They are not intended to be used for any other purpose and are not comprehensive. These resources are current as at November 2021. You should obtain specific advice about your own circumstances.