

Guidance for workplaces

This content could be used as a handout or leaflet.

This does not cover all the elements of the GAIA principles – just the most important points for workers. It should not replace training to workers, but should serve as a reminder, which can be shared as part of a handbook or an induction.

Before distributing soft or hard copies, please complete the two blank boxes with (1) examples of GBVH and (2) contact details for raising concerns (ideally more than one method). This can be edited within Adobe PDF, directly completed by hand and then photocopied, or content printed on labels can be applied to the leaflet.

- 1 Discuss different examples of GBVH with workers as a part of training, or with workers' representatives/trade unions and agree which ones are most common or the ones they are most concerned about that should be listed as examples.

GBVH is a range of behaviour such as shouting, swearing at workers or teasing using sexual language. Examples of more serious behaviour are requesting sexual favours in exchange for jobs, contract renewals or lighter duties – whether during recruitment or employment – and sexual violence. It can be violence or harassment that is directed at specific gender such as threatening behaviour, slander or negative criticism.

- 2 Provide names of individuals and their phone numbers and email addresses who can be contacted.

Recommendation

Include active bystander content in your training to workers, which reviews how workers can safely interrupt inappropriate conduct.

For more information see:

righttobe.org/guides/bystander-intervention-training