

Policy and Procedure Register updates – Summary of changes to:

Preventing workplace bullying, sexual harassment and unlawful discrimination policy and procedure

1. Reason for new/updated policy or procedure <i>(select all that apply)</i>		
<input checked="" type="checkbox"/> Change of policy/procedure requirements	<input type="checkbox"/> Audit/review recommendation	
<input checked="" type="checkbox"/> Change to legislation/delegations	<input type="checkbox"/> Due for review	<input type="checkbox"/> Other
<p>Queensland Government entities must have a standalone policy to prevent and respond to sexual harassment in place by 1 February 2024. This is a requirement of Directive 12/23 Preventing and responding to workplace sexual harassment, which is authorised under the <i>Public Sector Act 2022</i> (Qld).</p> <p>A new <i>Preventing and responding to workplace sexual harassment policy and procedure</i> have been developed to address the department's positive duty to prevent and address sexual harassment as part of providing a healthy and safe workplace for employees.</p> <p>As a consequence of the new policy and procedure, two existing policy instruments have also been updated:</p> <ul style="list-style-type: none"> Preventing workplace bullying, sexual harassment and unlawful discrimination policy Individual employee grievance procedure. 		
2. Summary of changes		
<u>Preventing workplace bullying and unlawful discrimination policy</u>		
<ul style="list-style-type: none"> All references to 'sexual harassment' within the title and content of the existing <i>Preventing workplace bullying, sexual harassment and unlawful discrimination policy</i> have been removed. Contact details have been amended to replace Organisational Safety and Wellbeing with contact details for regional HR Business Partnering team Minor amendments to reflect updated Business Unit and team names Other resources section updated to include links for We All Belong inclusion and diversity framework and policy 		
3. Impacts to roles and responsibilities		
Does the new/updated content change staff roles/responsibilities <i>in any way?</i>		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<i>If yes, select the type of change: (select all that apply)</i>		
<input type="checkbox"/> Revised responsibilities <input type="checkbox"/> New/additional responsibilities <input type="checkbox"/> Removed responsibilities		
Position title	Summary of change	Page #
Nil		
4. Communication and support for implementation		
<p>Communication of the updated <i>Preventing workplace bullying and unlawful discrimination policy</i> will take place via the implementation of the new <i>Preventing and responding to workplace sexual harassment policy and procedure</i></p>		

For further assistance, please contact:

For further information, please contact your regional HR Business Partnering team:

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