

# Precis of information to be provided in panel discussion for “Harassment – Don’t Cop it” Conference.

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- Establishment of database to monitor all matters reported to Equity and Diversity Unit and the action taken to rectify matters. Often when matters are reported, no further action is requested by the aggrieved – the database allows the EDU to identify work units where concerning behaviour is prevalent and work with management to address issues. As the database is only accessible by EDU staff, the information is not used for vetting or other processes and therefore natural justice is protected by alleged respondents information being protected.
- Re-writing of policy concerning Negative Workplace Behaviours including the blending of previous policies on Workplace Harassment and Unlawful Discrimination (including Sexual Harassment). Resolution options for these matters are consistent and offer a range of informal and formal ways to resolve issues. Information sharing from relevant areas to get a better understanding of the issues
- Development and delivery of negative workplace behaviours training to staff within the QPS
- Re-development of the internal mediator service to provide timely intervention and resolution to conflict matters
- Separations Review
- Development of the “Don’t Cross the Line” harassment marketing strategy including new brochures outlining resolution options
- Harassment Referral Officer Network
- Operational Performance Review process focussing on grievance issues
- Major concerns revolve around cultural issues – particularly with under-reporting. Focus is on how to have consistent and transparent processes that will in turn breed trust