

MALE CHAMPIONS OF CHANGE POSITION ON SEXUAL HARASSMENT IN THE WORKPLACE

UPDATE: JULY 2020

Male Champions of Change has a strong, agreed and public position on its zero tolerance for sexual harassment in the workplace. This was released on 6 March 2020 when Australian Sex Discrimination Commissioner Kate Jenkins published her landmark report: Respect@Work - arising from the National Inquiry into Sexual Harassment in Australian Workplaces.

This position, supported by all our members, is as follows:

Sexual harassment, in all its forms, is an abuse of power and represents behaviours that are beneath the standard we expect from every one of us and across our organisations. It is unethical and against the law.

We have seen the psychological, emotional and physical toll it takes, and the detrimental consequences it can have on the careers and personal lives of those affected, as well as their families and those close to them.

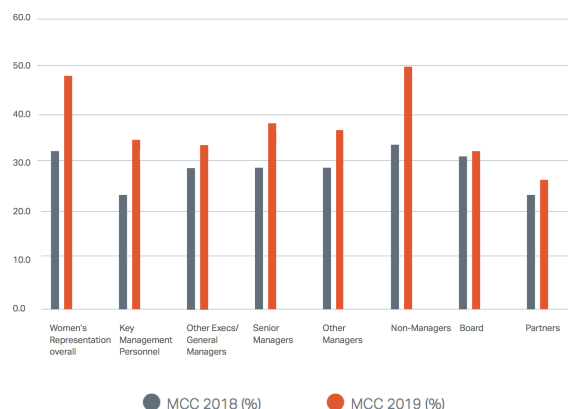
We acknowledge that past approaches to address this behaviour have been insufficient. We agree that new approaches are required, recognising that this is a human and societal issue.

We will act to prevent sexual harassment and ensure effective responses for those impacted within, and connected to, our organisations. We will take action to change the systems, structures and processes that have enabled sexual harassment.

Our focus is advancing gender equality and creating respectful, inclusive and safe environments for all, knowing that advancing gender equality within our organisations is one of the most effective strategies in addressing cultures where sexual harassment occurs.

This position is underscored by a 10-year focus on advancing gender equality, and more specifically a detailed focus on sexual harassment amongst our members over the past few years - as summarised in our most recent Annual Impact Report (page 22-23).

The Impact Report also shows collective year-on-year improvements in women's representation in every major employment category.





Other outcomes across the MCC coalition include:

- 81.5% of members have achieved or improved gender balance overall.
- 82.9% have rates of women’s promotions that are either gender balanced or greater than women’s representation overall.
- 74.6% have achieved gender balance in recruitment that improved women’s representation in the past year.
- 62.4% have achieved or improved gender balance in key management personnel – roles such as Chief Financial Officer and Chief Operating Officer which are often on the critical pathway to CEO and Board-level positions.
- 89.2% of MCC members now provide flexible access to parental leave through policies which recognise and celebrate the role of each parent in the care and development of their children.
- 88.1% of MCC members are supporting employees to better manage their work and life commitments through flexibility strategies that are available to all.

The following facts demonstrate progress of our members in accelerating change on the conditions and cultures necessary to advance gender equality and eliminate sexual harassment in the workplace (compared to the Workplace Gender Equality Agency Benchmark).

Action	WGEA National Average 2018-19*	MCC Organisations*
Diversity and inclusion strategy	75.4%	85.1%
Flexible work policy and strategy	72.7%	88.1%
Pay equity audit completed (and actioned for MCC organisations)	44.7%	77%
Sexual harassment policies and strategy, including grievance procedures**	97.7%	94.6%
Actions to address domestic and family violence as a workplace issue	60.2%	74.5%

*WGEA data includes Australian orgs only and no public sector. MCC data includes a number of private and public sector organisations and organisations outside Australia. The Philippines and Insurance groups are new to the MCC coalition and will be included in the MCC Impact Report in 2020. For full transparency, and where possible, MCC benchmarks its data against results arising from the 2019 Workplace Gender Equality Agency’s (WGEA) Scorecard. The WGEA scorecard is the result of compliance reporting by Australian private sector employers with more than 100 employees, and is a globally-unique data set, now in its sixth year of publication. While not completely alike due to our international and public sector members, we believe this is a useful comparison to include.

**Of those MCC member organisations who were included in the data in the 2019 Impact Report, the following MCC Groups have 100% of members with a sexual harassment policy and strategy (including grievance procedures) in place - Founding, 2015, 2016, 2017, Property, STEM, Global Tech, Health, Consult Australia, Pakistan. Of remaining groups: 80% of the Architecture Group; 89% of the Sport Group and 79% of Fire and Emergency Group met this criteria in 2019 with progress expected in 2020.

The impact/results of each group and member is available in the detailed version of the Impact Report.

Our long term practice is to complete work internally before communicating about it externally. Page 14-21 of the Impact Report provides summaries of previously published major pieces of work. More detail on each of these member-led projects is available on our website.

Male Champions of Change will shortly release insights, outcomes and actions arising from the work the coalition has led on:

- shifting the system on sexual harassment in the workplace
- employer responses to people who use domestic and family violence
- accelerating change on flexible ways of working arising from COVID-19

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