

Continuous Improvement Cycle

to support a cultural shift in stamping out Sexual Harassment in the workplace

LESSONS LEARNED

Reverse engineer any incidents that occurred in the past and, with your critical thinking hat on, apply any lessons learned to your current process so it can evolve and adapt to stay relevant to your audience.

PREVENT

Prevention is better than cure. Taking a pro-active approach on the topic with regular training, engagement with team members via communications (townhall, leadership comms) and showing action is taken is key.

RECOVER

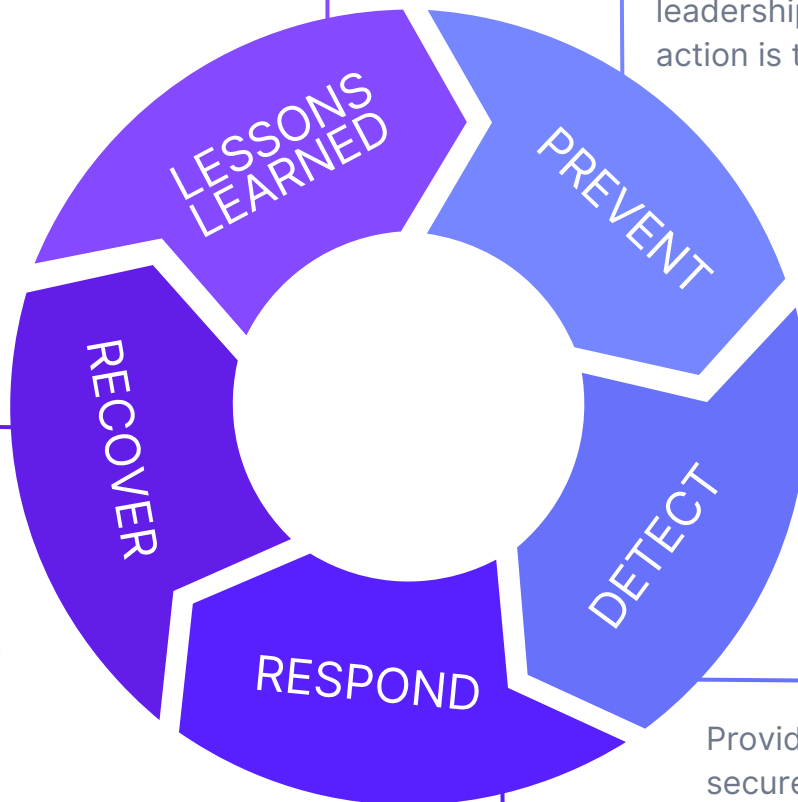
Measure and assess the impact on the team members and the organisation. Discuss strategies to support both the individual(s) and BUs affected by the incident.

RESPOND

The response will determine the discloser experience. It's important to have a human-centric approach where the discloser feels supported and heard even when reporting anonymously.

DETECT

Providing a safe space that is secure & confidential for team members to Speak Up. This will assist in rapidly detecting sexual harassment. The discloser experience should be at the center of the Speak Up experience. This will encourage team members to come forward.






GOING FURTHER

Useful tools to leverage the Improvement Cycle



INSIGHTS AND ARTICLES

- Workplace bullying: the untold cost
[READ](#) 
- How to conduct a trauma-informed investigation
[READ](#) 
- Encourage a Speak-Up culture
[READ](#) 

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ON-DEMAND WEBINAR


#metoo, us too, and how to respond to workplace bullying, sexual harassment

Discussion with **Elizabeth Lacey** (Lacey & Co. The Integrity Group), **Kieran Pender** (International Bar Association), **Sunny Jobson** (previously in charge of finance at Whispli) and **Sylvain Mansotte** (Founder and CEO of Whispli, whistleblower on a \$20m+ fraud)

[WATCH](#) [READ THE SUMMARY >](#)

TRAINING MATERIAL

Download our **Change Management Workbook** and follow a step-by-step guide to better communicate about your Compliance Program. Use the templates included and launch your own awareness initiatives and training strategies.

[DOWNLOAD](#) 


START THE CONVERSATION

Take the first step and send anonymous surveys to your employees to take the pulse of your Organization. Build trust and better detect risks internally.

[TRY WHISPLI PULSE FOR FREE >](#)

SELF-ASSESSMENT TEMPLATE

Whether you're still thinking about it or your system is already in place, download our free assessment template. Ask yourself all the necessary questions to set up an effective and compliant reporting system.

[DOWNLOAD](#) 