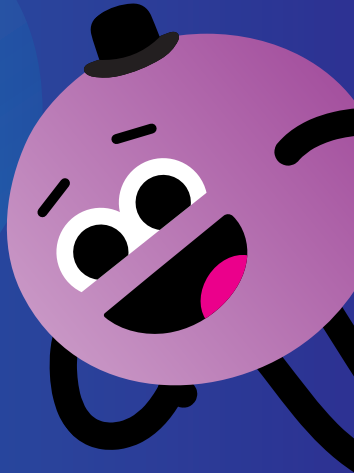




reach

Support your people



Listen

with sensitivity, give them space to talk

Reinforce

that we take these things seriously

Normalise

seeking support

Avoid

making it about you or your biases

Familiarise

yourself with workplace guidelines and procedures

Build

seeking support

Acknowledge

the person's account

Support

them if they wish to report the issue

Discuss

any concerns with OD

Respect

any emotions or feelings

Encourage

them to seek support