

Recruitment campaigns focus on 'masculine' policing values

Recruitment and training environments value strength over interpersonal skills

Employee is immersed in a culture of everyday sexism

Employee witnesses harmful behaviour and does not report for fear of reprisal

Employee makes a sexist joke and is rewarded with laughter

Employee is on a call-out where negative attitudes toward women impact response to family violence

Employee witnesses harmful workplace behaviour, sees the victim relocated and the perpetrator goes without consequences

Employee discusses the perceived negative organisational impact of pregnant employees

Employee observes men with stereotypically masculine characteristics promoted

Factors that lead to workplace harm

Employee sits on recruitment panel that selects based on traditional masculine attributes, and promotes a candidate despite concerns about past inappropriate behaviour

Employee receives a complaint about inappropriate behaviour, downplays it and protects the perpetrator

Employee, now in a supervisory position, witnesses gendered harm and does nothing to intervene or report

Employee pays lip service to gender equality reforms but undermines them around colleagues

Socialised in an environment where sexism and damaging attitudes toward women are the norm, employee commits gendered harm

