SIX STRATEGIC WAYS TO CREATE A HEALTHY WORKPLACE CULTURE

1. Set expectations
   We've recently seen several large companies send memos from their executives reiterating their expectations for a respectful workplace, where misconduct and other harmful behaviors are not permitted. Don't underestimate the power of setting your expectations and holding yourself accountable, because employees are watching.

2. Build a healthy workplace culture
   Building a healthy workplace culture should be a key goal of every organization because it returns huge value. Embracing respect, good communication and diversity and inclusion are a great start, managing unconscious bias and effectively resolving conflict brings it to a whole other level. Use our Workplace Color Spectrum to help people call out and deter bad behavior.

3. Create #CultureKeepers
   Mobilize your employees to become #CultureKeepers of your healthy, respectful workplace. They provide positive reinforcement for good behaviors and keep a check and balance on bad behaviors in a way that HR, legal and business executives never could. You can encourage this by having an open dialogue and a true open door policy.

4. Change how you train on sexual harassment
   If you're treating sexual harassment prevention training like a check-the-box compliance activity, and doing the minimum required every other year, you're missing the point. Employees should be learning from their training, given tools to do their jobs better, and practicing those skills throughout the year. Training content should be a resource that they can tap whenever they experience an issue.

5. Reconsider how you handle investigations
   It doesn't help the company when HR makes it difficult for people to come forward, conducts one-sided investigations, or excuses bad behavior of “high value” employees. You want to know about incidents early so you can resolve them swiftly. Efficient, unbiased investigations, with quick and fair resolutions elevate HR to be a key partner to employees and their corporation.

6. If accusations go public, be authentic
   The #MeToo and #TimesUp movements mean past workplace sexual harassment incidents may ‘go public’ on social media. This is a real enterprise risk. If you need to make a statement, be authentic. No one believes you when you say “we take all allegations of sexual harassment very seriously.” Instead, say: “we're concerned about the reported incident and we'll carefully investigate to uncover facts that will help us solve the problem.”